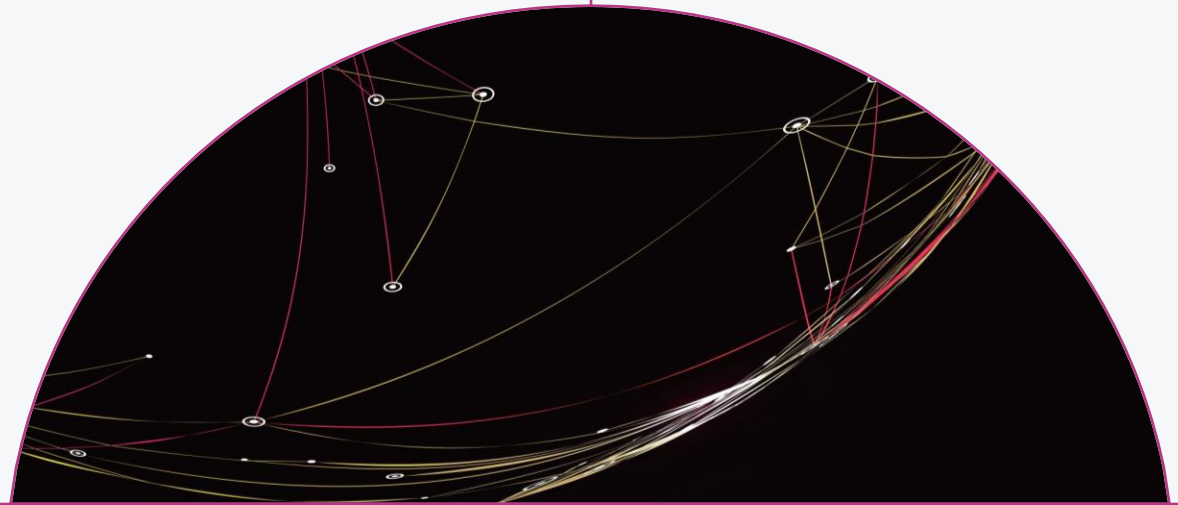


# Equality



# Diversity



It **means** understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

# Tolerance

**Tolerance** is the level of ability that someone has to recognize and respect other's values and differences.

Being **tolerant** means accepting **diversity** and not expressing negative attitudes toward individuals who are different.





At Our



**Academy**

we embrace

----- *the* -----

Tolerance

Unity

Democracy

Opportunity

Respect



**Values**



# Protected characteristics

**The Equality act 2010 states there are 7 protected characteristics that we do not discriminate against.**

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Chloe Zhao  
First female director  
Oscar winner!



## Protected Characteristics



Age



Sex



Disability



Ethnicity



Gender Reassignment



Religion / Belief



Sexual Orientation



Marriage / Civil Partnership



Pregnancy / Maternity

# Our Academy

- How do we approach tolerance, equality and diversity?
- Our uniform promotes equality
- High expectations
- High aspirations
- RSHE in tutor, STEPS, mentoring
- No matter what your background you have an equal chance of achieving your goals and aspirations



# Everybody in our academy treats each other with respect using the Tudor Values

- Inappropriate language is not tolerated.
- What is a micro-aggression?
- Microaggression is a term used for brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.
- Commenting on the way somebody looks and drawing attention to differences is upsetting and will be addressed.





- **We have the same colour blood**
- **We have the same amount of bones**
- **We all share the same 5 senses**
- **We share the same emotions**
- **We are ALL equal**
- **We share the same earth**
- **This is because we're ALL apart of the Human RACE which links us all together as 1.**
- 
- **Ethnicity - Understanding that this is about culture, religion, language and custom**
- **We have different Ethnic groups around us and it is important that we respect and honour those who may do things or see things in a different way (within reason as long as our views do not tear down or be-little)**
- **Educating ourselves on differences can help us to become better people as it will allow us not to make mistakes or to offend someone by saying or doing something which may be offensive to that person(s)**





# Some examples

- **There are a lot of words and phrases that are used in the media, music, films which are not acceptable. A lot of these words can cause great harm, distress and even anger to different races, gender, sexual orientation and ethnic groups.**
- **An example of this would be the use of the word gay. We do not use this word in a negative manner and better if we do not use it at all. You may think it is innocently said but this causes offence.**
- **Drawing attention to difference with the use of offensive language.**
- **Any word that can be used in a negative way will not be tolerated.**
- **Misconception around people that share those qualities are able to use those words. This is also not acceptable.**





We do not accept "banter" as this is a gateway to upsetting comments.

### **Friendly banter**

- There's no intention to hurt and everyone knows the limits

### **Ignorant banter**

- 'crosses the line' with no intent to hurt. Will often say sorry

### **Malicious banter**

- Done to humiliate a person - often in public

# How to keep yourself Safe

Do not use negative language.

Do not use words that can be used to hurt others, even if you did not mean to.

Do not post unkind things or like unkind things on social media, even if you do not know the person.





Be Kind