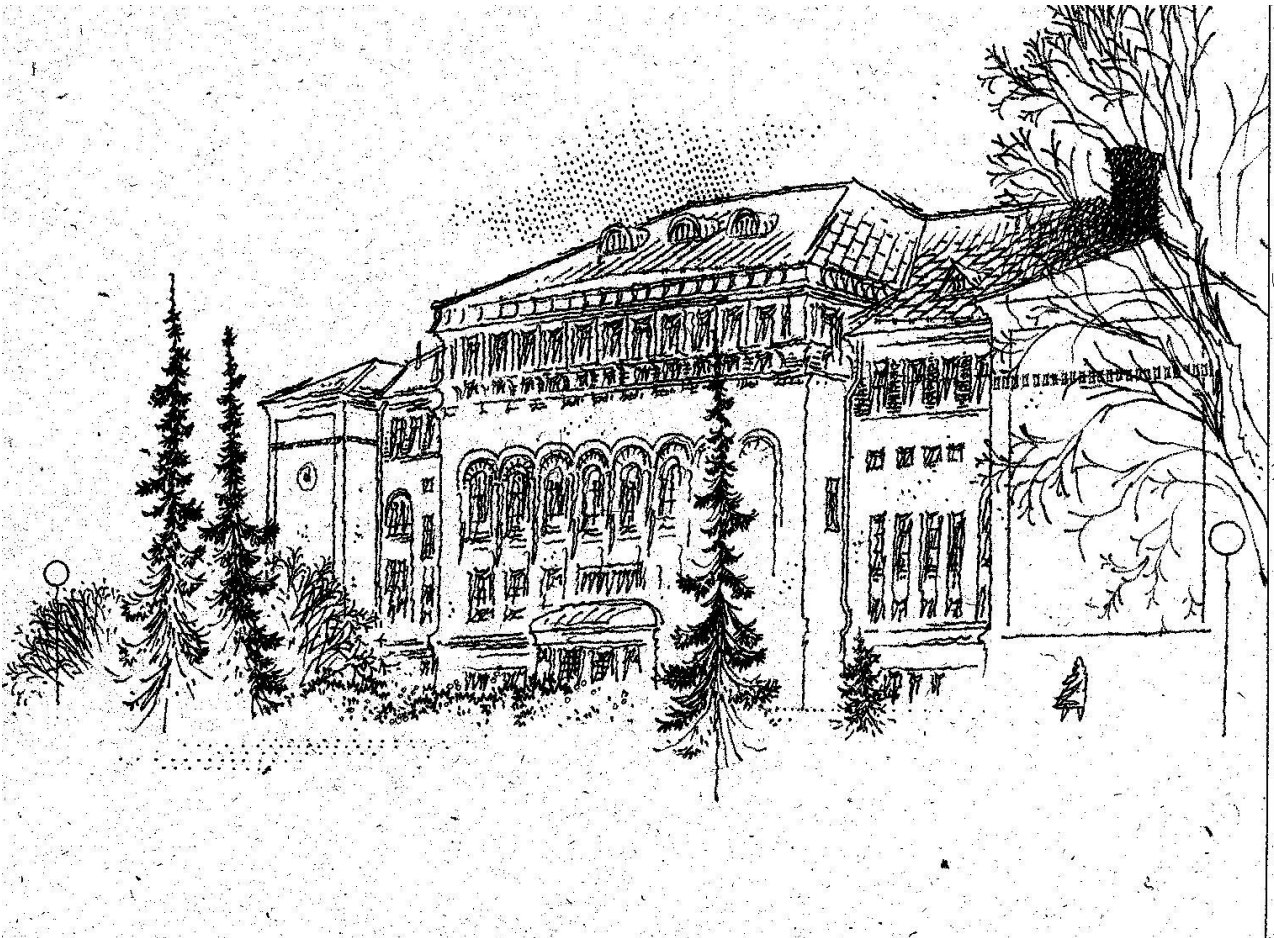


EQUALITY AND EQUAL VALUE PLAN CYGNAEUS SCHOOL



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1. PURPOSE OF THE EQUALITY AND EQUAL VALUE PLAN

Promoting equality in our school means that everyone is treated equally and without discrimination in all situations of a school day. The equality plan is a tool that prevents discrimination and supports the promotion of equality and equal value in everyday school life. In an equal school, there is no discrimination based on gender or other reasons related to the person, such as age, nationality, language, religion, beliefs, opinions, sexual orientation, health or disability. When everyone's skills and work are valued equally, it promotes students' well-being and enjoyment of school.

2. AREAS OF EQUALITY AND EQUAL VALUE

2.1. Organizing teaching

At Cygnaeus school, it is ensured that the students have the right to receive teaching according to the curriculum as well as support for learning and going to school as soon as the need for support arises. The tools and learning materials used in teaching are available to everyone. If the teaching includes paid study visits, excursions or camp schools, it is ensured that all students have the opportunity to participate, regardless of the family's wealth.

Cygnaeus school students and staff have the right to a safe study environment. The school has a bullying prevention model that supports the investigation of bullying situations and anti-bullying work. The goal is to ensure that all forms of bullying and discrimination are tackled in the school, and that students are raised who do not bully others.

Teaching should be as gender-neutral as possible, meaning that as little attention as possible is paid to the students' gender. However, the teaching takes into account the so-called gender sensitivity, i.e. the goal is to identify the different needs of students at different ages and stages of development.

2.2. Worldview and beliefs

At Cygnaeus school, people's different lifestyles and values are respected. The atmosphere towards different beliefs is open, and students' beliefs are treated equally. The worldview subjects taught at the school are: Evangelical Lutheran religion, Catholic religion, Orthodox religion, Islam and ethics.

Different beliefs and different values are respected in official information, events organized by the school and advice given by the staff. A replacement, non-religious event is always organized for religious events, in which the student has the opportunity to participate.

Beliefs and special diets are taken into account in school meals.

2.3. Nationality and language

Regardless of their ethnic background, nationality or language, everyone is equal. The right of students, staff and visitors to the ethnic and cultural identity of Cygnaeus School is respected. Racism and ethnic discrimination are not tolerated. The goal is that possible cases of discrimination are identified and dealt with immediately.

An operating culture that values and discusses diversity is developed by supporting equal encounters and interaction. Different ways of thinking and acting are allowed and accepted. Multiculturalism is considered a positive resource, to which different people bring complementary skills.

Interpreter services are used in the cooperation and communication between home and school, so that the cooperation is successful regardless of the native language of the student's guardian.

2.4. Sexual orientation

At the Cygnaeus school, space and time are given to the diverse expression of gender or genderlessness and the development of gender identity and its reflection. The sexual orientation of students, staff and visitors is respected. Discrimination based on sexual orientation is not tolerated. An accepting, open

and permissive atmosphere is built consciously and systematically. Students and staff take sexual diversity into account in their activities. Sexual diversity is discussed in lessons as part of the curricula and teaching.

Our school does not tolerate any kind of harassment against a person or group - neither mental nor physical. Inappropriate language and behavior will be addressed. If the student has been the target of harassment, the situation will be dealt with as soon as possible. The most serious cases can be dealt with as crimes, and the police are responsible for investigating them.

2.5. Health

No one is discriminated against based on their state of health or disability. Students and staff members have the right to decide what they tell people in their community about their health condition or disability. The matter is always agreed with the student's guardian.

Where possible, special arrangements are made at the school, or the study place is assigned to a school where special arrangements are possible. These are agreed separately on a case-by-case basis.

The school's communication (websites, guides, brochures, teaching material and documents) is being developed into a form accessible to all.

3. ACTION IN CASES OF DISCRIMINATION AND HARASSMENT

The following measures are taken to prevent harassment:

- Issues related to harassment are discussed in the classes as part of the teaching.
- New students are supported in getting acclimated to the school.
- Bullying is prevented and dealt with systematically. (Link: Cygnaeus anti-bullying procedure)

Harassment:

- The primary responsible person is an adult (teacher or any other staff member) who is the first to be involved in the situation.
- The event will be discussed with the involved parties and the situation will be clarified.
- Events are recorded, possible measures, support and follow-up are agreed upon.
- Depending on the degree of seriousness, the matter will be notified to the guardian, the school's student care staff, the organizer of the educational activity, and possible cooperating parties such as the Anchor Team or the child protection services.
- If it's a wider phenomenon, common methods of operation are decided upon

4. MONITORING AND EVALUATION OF THE IMPLEMENTATION OF THE PLAN

The school constantly evaluates the effectiveness of equality and equal value in everyday life. Planned work promoting equality is always done in cooperation with staff and students. Pupils are included in the work taking into account the children's age and development.

Cygnaeus school uses surveys and discussions to find out regularly how the students feel that equality has been achieved in their own school. The surveys are carried out in the cycle defined by the annual calendar of the school's welfare work for different grade levels. In the same survey, other issues related to students' well-being are also investigated. After the survey, the school's community well-being group discusses the issues raised by class level and suggests possible measures. Together, we agree on the development targets related to the promotion of equality and equal value and on the most concrete measures that can be recorded in the school's annual plan.

SOURCES

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Yhdenvertaisuuslaki

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