



# Our anti-discrimination action plan 2016 - 2017



Mini version



## **Mellanhedsskolan should be a safe school**

Mellanhedsskolan aims to be an inclusive school and everyone should feel welcome! We have developed an ethos of mutual respect and cooperation. Safety and health are the cornerstones of your school environment and your education.

## **What is an anti-discrimination action plan?**

Every school must have a plan with regulations about how we should treat each other. The point of this easy to read mini version is that everyone should be able to understand the content. To fully understand the plan, you have the right to student advisors guidance or a written translation.



## Your influence and participation

Influence comes with an understanding how the school works, a sense of coherence. Your participation is crucial when we talk about your education. Everybody should feel involved.

We've got two different kinds of student councils. The views of the class councils are sent to the common council and the staff meetings.



Class councils should focus on working environment, social security and ethical issues. Your opinion is important to us when we talk about how to improve the school.

## Questions all classes have received from the council

*"Can I say no?"*

It happens that students are excluded when classmates are playing. The response from all classes is that we shouldn't say No to anyone. You always have the right to be alone, but if you want to join your friends no one should block you out.

*"How do we take care of new friends"?*

To start a new school can be difficult.

Sometimes we get new friends from other schools, sometimes from other countries. The response from all classes is that we all must assure new friends that they are welcome.

The student's suggestions how we take care of new friends who don't understand Swedish:

- Laughter is a universal language. A smile can feel like a warm hug
- We should repeat our first names frequently
- Body language is easy to understand. Friendly gestures enables social interaction
- We'll talk Swedish with friends who need to learn the language

- Most games and sports are common worldwide
- Classmates should guide new friends around the school
- We help new friends with school work and reading, and at the after school center
- We welcome new friends to activities during break times

### **What do our laws tell us?**



Swedish law says that we shouldn't offend each other. In what situations are you treated badly?

- Someone hits you or pushes you
- Someone uses vulgar language or swear at you
  - Someone calls you unfriendly nicknames
  - Someone makes fun of you
- If you're not invited to funny group activities
- Others turn their backs when you want to join

- Someone takes photos of you without permission
- If you receive insulting text messages (sms)

If someone treats you unkindly, you must tell the school staff. They will report it to the principal.

### **What we want**

- You should feel safe, and your contributions to safety are highly valued
- We appreciate the differences we see in each other
- We take responsibility for our own actions



### **What is discrimination?**

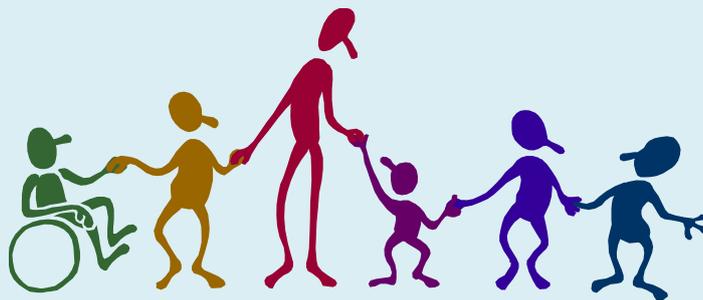
According to the *UN Convention on the Rights of the Child* all children have equal rights and equal value. No one should be discriminated.

If you aren't allowed to join activities under the same conditions as others just because you are different, then it may be discrimination.

For example, if the school values children in different ways because they're boys or girls, or families are treated badly because of foreign origins, it may be discrimination. If children with disabilities don't receive any assistance, then it's most likely discrimination.

Other examples of discrimination:

- If the classroom is located on the 3rd floor without an elevator, then no child in a wheelchair can get there
- If a teacher says that only girls can join the basketball team, or parents declare that only boys are allowed to be dressed as elves at the Christmas party



## When you need help

Sometimes students are sad or feel bad. Maybe you have problems with your school work, or maybe you feel alone. Perhaps you have worries at home.

Then:

- talk to your teachers or someone at home
- Visit the school counselor or school nurse
- Talk to the guarding teams during breaks (teachers/pedagogues in colored vests)



*Petter*  
*School counselor*



*Åsa*  
*School nurse*

You can visit the counselor or school nurse whenever you want, even during class if necessary. All school staff must help children who are ill, feel sad, are treated badly or have problems with their school work.

## What we do when you need help

When it comes to our attention that a child is treated improperly or feels bad, the staff must find out what has happened.



If there is a serious problem the staff must report to the principal. The staff may also consult the student Health Care team, and guardians will be informed. We cooperate and solve problems together.

## The breaks

There is always school staff outdoors during breaks. The staff wears colored vests.



### **Yellow vests - rastvärd**

During breaks there is supervision by guarding teachers in the schoolyard and hallways

### **Red vests - trygghetsteam**

A security team with a focus on children in need of social support

### **Green vests - lekpatrullen**

A “play and sports patrol” providing playground equipment, such as footballs, hula hoops or outdoor chess

## **Expectations**

We expect everyone to show consideration and respect, and help those who need help.



**Students can expect from the school staff**

The school staff will greet you politely and with a smile. They will cooperate in shared responsibility for all children. The staff will ensure a quiet working environment. The staff will lead by example. The staff will contact your family if something happens.

**The school staff can expect from students**

You will greet teachers and other children politely and with a smile. You will be considerate, friendly and help others. You will show respect and you will include lonely friends in activities. You will do your best in school and will be punctual for lessons.

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*Student Council representatives 2015-16 has participated in the creation of this mini version*