



## **Equal Treatment Plan**

All pre-schools and regular schools in the Municipality of Laholm are legally required to draw up an equal treatment plan. This requirement is set forth in the Act Prohibiting Discrimination and Other Humiliating Treatment of Children and Schoolchildren. The purpose of the equal treatment plan is to promote the right of children and schoolchildren to be treated on equal terms regardless of gender, sexual orientation, disability, ethnic origin, religion or other belief and to prevent bullying and other forms of humiliating treatment. The plan must specify the measures that will be taken and must be followed up and reviewed every year.

The following presents a rough outline of how work on the equal treatment plan will proceed in the Municipality of Laholm.

- The children and pupils must themselves participate in the work of drawing up the equal treatment plan. Parents, too, should be encouraged to take part.
- The plan shall proceed from a survey of existing needs and the sort of initiatives that will be needed at any particular pre-school or school.
- It must be made quite clear that all forms of humiliating treatment are covered by the equal treatment plan.
- The plan must be detailed and concrete and shall clearly specify routines for measures to be implemented in various types of situation and how they are to be followed up. The plan must also clearly establish the routines to be followed for the documentation of any humiliating treatment that may occur.
- From the plan, the delineation of responsibilities between the head teacher and the rest of the staff shall be clearly apparent.
- In the day-to-day running of the school, the plan shall be implemented such that it is a living document familiar to the children, pupils, staff and parents alike.
- The plan shall clearly indicate how it is to be followed up and evaluated each year.

When it comes to compliance with the law, the Children and Schoolchildren's Ombudsman, The Equal Opportunities Ombudsman, The Ombudsman against Ethnic Discrimination, the Ombudsman against Discrimination on Grounds of Sexual Orientation and the Disability Ombudsman are expected to enforce compliance within their own particular area of responsibility. They are also entitled to act on behalf of individual children or pupils in actions for damages.