

Elfed High School : EQUALITY AND DIVERSITY REPORT 2015 - 2016

This report sets out the main activities and achievements at Elfed High School from April 2015 to March 2016 in response to the Equality Act.

Elfed High School has met the requirement to:

- Draw up a strategic equality plan;
- Publish and prepare equality objectives;
- Produce and publish an annual Equality and Diversity Report
-

Introduction and Background

During 2015 and 2016 we further developed our Strategic Equality Plan by gathering data and information from a variety of sources with regard to the people with protected characteristics in our school and community.

Staff attended training provided by Flintshire County Council and reviewed school policies in line with the Equality Act 2010

Students

Data from PLASC was used to inform our equalities objectives by identifying potential inequalities.

We have regularly consulted with the school council, governors, staff, parents and wider school community.

Reference was made to WLGA guidance documents which included national reports and research to promote equality, eliminate discrimination and foster good relations. The school has monitored the impact of strategies and ascertained the effectiveness of action taken.

Data

Data has been collected and appropriately shared. Data collected from the headings in PLASC and covers attendance, ethnicity, exclusions, gender, free school meals, additional needs, EAL, age, disability, LAC.

Staff

A staff profile is available from Flintshire's workforce information report, to be used to benchmark against the profile of the county and other schools.

Objectives

Objectives have been agreed in accordance with the Flintshire model and in partnership with the other schools in the Buckley Mynydd Isa Consortium.

Equality Impact Assessment

All our outcomes were assessed and analysed in relation to the potential impact of equality issues in 2015 - 2016.

Training

The Headteacher attended all relevant training provide by Flintshire County Council.