



Elfed High School Ysgol Uwchradd Elfed

| Name of Policy / Procedure | Title |
|---|---------------------------------|
| Issue date | March 2017 |
| Review date | March 2018 |
| GB committee responsible for the policy / procedure | Full GB Committee |
| Staff member responsible for writing, reviewing and updating the policy / procedure | Policy Author RAJ |
| Person responsible for monitoring implementation of the policy / procedure | GB |
| Workload impact assessment (see below) | Teacher Workload Impact High |

Teacher Workload Impact Assessment

High impact: Policy implemented by teachers on a daily / weekly basis
Medium impact: Policy implemented by teachers on a monthly / termly basis
Low impact: Policy implemented by teachers on an annual basis
n/a Policy is not implemented by teachers.



DIVERSITY and EQUALITY POLICY

Diversity and Equality Coordinator: Mrs Rosemary Jones

Description of School and its Community

- **Ethnic and religious mix of school and its community;**
98% of the school population is white or white British. The remaining 2% come from other ethnic groups including Chinese, Asian / Asian British, black / black British, a mixed-race background and other ethnic groups including travellers.
- **Demographics of the catchment area;**
The school draws pupils mainly from the township of Buckley / Mynydd Isa with some from further afield such as Queensferry, Shotton and Mold.
- **Gender balance;**
The school learner population is 48% male and 52% female (April 2012).
- **Racist, homophobic or hate crime incidents in the school and the local area;**
There have been no reported instances of racial or homophobic incidents in the school in the last 12 months. There is no available data on the frequency of incidents in the community.
- **Religions in the school;**
The majority of the school community are from protestant and non-conformist religious heritage. 20% are Christian, 0.5% Muslim and 30% others the rest have no religion stated.
- **Languages spoken by pupils;**
All learners are proficient in English. Pupils learn Welsh but none come from a home where parents are fluent speakers. Other languages spoken are French, German, Norwegian, Portuguese, Turkish, Bengali, Chinese and Czech.
- **Details of additional learning need within school and its community;**
27% of the learner population has recognised additional learning needs.

Description of Policy Formation and Consultation Process

This policy is based on the Flintshire Model Policy. The Action Plan has been developed and produced by a steering group consisting of the following individuals:

- Diversity and Equality Coordinator (Mrs Rosemary Jones)
- Representatives of schools in the Buckley Mynydd Isa Consortium
- External Agencies (L Ellis, Inclusion Welfare Officer; J Lawrence, School Nurse; R Hobson, Educational Psychologist)
- Governors (Mr R Wells, Mr K Iball)
- School Council representatives

Before the policy statement is finalised the following groups in the schools and its community will be consulted:

School Council
Senior Leadership Team
Governors
LEA PSE Adviser

Aims and Purpose of the Diversity and Equality Policy Statement

Elfed High School fully endorses the statement by the County Council:

“Flintshire County Council is committed to promoting fairness and equality through all its activities; through the Council’s roles as service provider and commissioner, employer and community leader. The Council supports the following definition from the national Equalities Review in 2007:

‘An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situations and goals, and removes the barriers that limit what people can do and can be.’

The overarching aim of Flintshire’s Diversity and Equality is policy is to:-

- Eliminate unlawful discrimination and harassment;
- Promote equality of opportunity; and
- Promote good relations between diverse communities

The Policy applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of the protected characteristics as identified in the Equality Act 2010:

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

and to other personal characteristics and identity, including, for example social class, language, caring responsibilities or educational background

The County Strategic Equality Objectives are:

1 Reduce health inequalities

Action area 1.1: Increase the number of children and young people in underrepresented groups attending After School Clubs for physical activities or nutrition

Action area 1.2: Increase the number of people in underrepresented groups using leisure facilities

2 Reduce unequal outcomes in education to maximise individual potential

Action area 2.1: Reduce the educational attainment gap between boys and girls at all key stages

Action area 2.2: Reduce identity based bullying in schools (race, sex and disability and all protected characteristics).

3 Reduce inequalities in representation and voice

Action area 3.1: School Governing Bodies and pupil representatives on school councils become more representative of the local and school communities they serve.

At Elfed High School the aims of the Diversity and Equality policy statement are to:

- Ensure that an inclusive ethos is established and maintained;
- Ensure that the school is a place where everyone, irrespective of their age, disability, race, religion and belief, gender, gender identity, sexual orientation, family background and/or language feels welcomed and valued;
- Ensure that all pupils and staff are encouraged to reach their full potential;
- Protect the human rights of all pupils and staff, parents, governors and visitors to the school;
- Prepare pupils for the challenges, choices and responsibilities of their living in a diverse society;
- Empower pupils to participate in their communities as active citizens who take responsibility for themselves and each other;
- Foster and encourage positive attitudes and behaviour towards all members of the diverse community inside and outside school.

Environment and Ethos of the School

At **Elfed High School** we ensure that the aims listed above apply to the full range of our policies and practices including those that are concerned with:

- Equality projects and courses; teaching of the national curriculum, PSE and RE; strategies which use interactive and experiential approaches;
- Pupil's progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development.
- Valuing pupils and their identity, as well as promoting positive relationships and self-esteem;
- Staff selection, recruitment and induction;
- Effective coordination and staff training and support;
- Partnership with parents, carers and the community;
- Opportunities in school for pupils to participate in decision making;
- Extra-curricular experiences, such as school councils, clubs etc;
- Physical environment of the school is conducive to health and well-being

Addressing sexism, racism, xenophobia and homophobia

Elfed High School is opposed to all forms of discrimination based on person's age, disability, race, religion or belief, gender, gender identity, sexual orientation, family background and/or language. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy statement and related procedures and strategies are implemented.

The **Headteacher** is responsible for implementing this policy statement; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- incorporate principles of equality and diversity into all aspects of their work.
- deal with any discriminatory incidents that may occur;
- know how to identify and challenge stereotyping or discrimination;
- support pupils in their class for whom English is an additional language;
- Provide reasonable adjustments for disabled pupils, staff and members of the school community;

Information and resources

The content of the policy will be known to all:

- staff;
- learners;
- parents, carers and guardians;
- governors;
- guest-speakers who come in to school;
- members of the community if they request it.

Religious Observance

The community at **Elfed High School** will respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Action Plan (*Appendix 1*)

Monitoring, evaluation and review of this Policy

Elfed High School will collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.