



GP06 – Equality and Diversity



Last Review Date	November 2017	Next Review Date	November 2018
Leader of Policy Review	Headteacher		
Associated Policies	Anti-Bullying, Access for Disabled Persons, Disability Equality Equal Opportunities, Racial Equality		

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.

The content of this policy will be known to all:

- staff
- learners
- parents, carers and guardians
- governors
- guests and visitors
- members of the community

COUNCIL POLICY

The school fully endorses the following statement:

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 policy is to:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity
- Promote good relations between diverse communities in the Council's delivery of services, goods, works and facilities, provision of grants, in engagement with partners and communities in the county, and in employment policies and practices

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. These are:

- 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.

SCHOOL POLICY

The aims of the school's 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 students and staff are encouraged to reach their full potential
- Protect the human rights of all students and staff, parents, governors and visitors to the school
- Prepare students for the challenges, choices and responsibilities of living in a diverse society
- Empower students 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

The school ensures 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
- Student progress, attainment, assessment, behaviour, discipline, exclusions, admissions and attendance
- Encouragement of students to take responsibility for their own learning and the assessment of their development
- Valuing pupils and promoting positive relationships and self-esteem
- Staff selection, recruitment and induction, and effective coordination of staff training and support
- Partnership with parents and the community
- Opportunities in school for pupils to participate in decision making, such as school councils, and the wide range of extra-curricular experiences and clubs that are provided for them
- Ensuring that the physical environment of the school is conducive to health and well-being

The 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.

The school respects the religious beliefs and practices of all staff, students and parents, and complies with all reasonable requests relating to religious observance and practice.

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

The school will collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate. It will also review the development of the policy within the annual cycle of evaluation and improvement, and incorporate relevant action points within the School Development and Improvement Plan (SDIP).