



Llysfaen Primary School

Equality Policy

This policy is written in line with the 2010 Equality Act

Llysfaen Primary School is a Local Education Authority fully maintained school, occupying a very pleasant site with large playing fields in Lisvane, a residential suburb of North Cardiff. There has been a school in Lisvane since 1913. Originally it catered for 60 children from the surrounding farms and countryside, now the pupils come from Lisvane and the overspill from the adjoining suburbs of Thornhill and Pontprennau in addition to some children joining Llysfaen from further afield.

The roll at present stands at 455 pupils with 48 pupils in Nursery. We have a staff of 21 full and part time teachers plus a non-teaching Head Teacher, two Assistant Heads and 24 support staff. 3.7% of our children are entitled to free school meals 4% are on the ALN register.

Approximately 20% are from Ethnic minority backgrounds and 6.4% of children have English as an additional language.

Pupils are from a range of Ethnic backgrounds including Welsh, British, Pakistani, Indian, Sudanese, Asian and Iraqi. The largest group is White/British (80%).

Everyone is valued equally in our school irrespective of their faith, culture, physical or cognitive ability.

‘All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood’.

(Article one of the Universal Declaration of Human Rights)

Our main aim at Llysfaen Primary School is for all staff, governors, pupils and parents to work together to provide high quality teaching and learning opportunities in a safe, caring, stimulating and inclusive environment. Through this the school aims to encourage the moral, social, intellectual and cultural development of each and every child. We strive to create an inclusive culture in which every individual, regardless of background, race, language, sexual orientation, gender orientation, age, religion, physical or cognitive ability is able to participate and is a valued member of our school community.

AIMS

The aims of this policy are to:

- promote positive attitudes to diverse and minority communities,
- encourage participation of people of all races and nationalities, gender identities, ages, disabled and non disabled, all sexual orientations and religions or beliefs, or lack thereof in the school community.
- promote equality of opportunity for all,
- eliminate discrimination and harassment for all groups named above,
- promote social cohesion,
- allow for more favourable treatment for people with disabilities.

Equal Opportunities Summary Statement

Llysfaen Primary School is committed to working towards equality, racial/gender/religious and disability equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. The school values and encourages involvement of people from all sections of the local community. The school is opposed to all forms of prejudice and discrimination. Language or behaviour which is potentially damaging to any ethnic/racial/gender/religious/disability group will not be tolerated and will be challenged. The school recognises that British and Welsh society is made up of people from many different backgrounds, different racial, cultural, religious, linguistic, gender and disability backgrounds. It is important that all pupils are fully prepared to live in such a diverse society.

PRINCIPLES

A fundamental principle of our school is that it has a very positive, inclusive ethos which this policy will support and help to maintain. In adhering to this principle, the school aims to:

- ensure that all pupils achieve the highest standards
- ensure that all pupils and staff feel valued and are able to contribute fully to all aspects of the school's work
- meet the diverse needs of pupils and prepare all pupils for life in a diverse society
- respect and value differences between people and promote good relations between different groups within the school and the wider community
- ensure that equality and opportunity for all is an integral part of all planning and decision making across all areas of the school
- be proactive in tackling and eliminating discrimination of any group, which we acknowledge exists in society, making the school a place where everyone feels welcome and valued
- protect the rights of all pupils, staff, parents, governors and visitors to the school

PROCEDURES

1. Leadership, management and governance

Commitment

The governing body and leadership of Llysfaen Primary School will work in partnership with others to be proactive in promoting equality for all and in tackling unlawful discrimination. They will encourage, support and enable all pupils and staff to reach the highest standards as indicated in the school's vision statement.

Governing Body

The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities including those arising from the 2010 Equality Act, and will maintain an overview of implementation of the Equality Policy. With assistance from the Head Teacher, the governing body will ensure that the policy and its related procedures and strategies, are implemented. The Governing Body includes equality issues as a regular item on the agenda of Governing Body meetings and has a governor with responsibility for equal opportunity.

Head Teacher

The Head Teacher is responsible, with the Governing Body, for ensuring that the Equality Policy and its related procedures and strategies are implemented. The Head Teacher is responsible for overseeing the work of the ALNCo and ensuring whole school access planning. The Head Teacher ensures that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities. The Head Teacher will take disciplinary action against staff or pupils who are found to have acted in a discriminatory or harassing manner. The Head Teacher will report racist incidents to the LA through MyConcern software.

People with specific responsibilities

The named people with responsibility for dealing with reported incidents of racism and racial harassment is Mrs M Jenkins (Head Teacher), Mr D Cannon (Assistant Head Teacher) or Mrs K Parker (Assistant Head Teacher). Staff and pupils are made aware of who the named persons are. The named persons ensure that all reported racist incidents are recorded in My Concern, which can be accessed by the LA.

The Equal Opportunities Co-ordinator is Mrs M Jenkins. The Equal Opportunities Co-ordinator ensures that the school regularly reviews and evaluates all policies and practices in relation to equality (racial/gender/disability/religious/cultural), leading to the setting of targets which address aspects of inequality or disadvantage in all of the school's activities.

The Additional Learning Needs Coordinator (ALNCo), Mrs K Parker is responsible for overseeing the provision for Additional Learning Needs (ALN) pupils together with the Equality Scheme, Disability Equality Duty, the work of the support teachers, ALN teaching assistants and overseeing the attendance for all ALN pupils.

The staff team ensures that race, religion, disability, gender, sexual orientation, and cultural diversity issues are addressed in the implementation of the Personal Social Education/Relationships, Sexuality Education (PSE/RSE) Framework throughout the school, developing attitudes and values which promote understanding of diversity and equality, which encourage positive, healthy relationships and which challenge racism or any other discrimination.

The staff team also ensures that Religion Values and Ethics (RVE) education within the school is in line with the Standing Advisory Council for Religious Education (SACRE) guidance and Curriculum for Wales guidance. RVE is taught in a positive, balanced way, different viewpoints are always valued and respected and stereotypical views of particular faith groups are not perpetuated but examined in an objective, relevant way.

All teaching and non-teaching staff

All school staff have a responsibility to comply with this policy. They should not discriminate on racial/gender/disability/faith/language/age/sexual orientation/cultural grounds, and should keep themselves up to date with equality legislation, including attending appropriate training and information events. All staff are trained to deal with racist incidents in line with the Cardiff Schools Service Guidelines on Racist Incidents, and are familiar with the Guidance on Promoting Equal Opportunities in order to identify and challenge racial bias and stereotyping.

Teaching staff and classroom-based assistants

Teaching staff and classroom based assistants ensure that all pupils have the opportunity to have full access to the curriculum and are included in all activities where reasonably possible. Through their teaching and relationships with pupils, parents, staff and the wider community, staff promote equality and understanding of diversity.

Visitors and contractors working on site

All contractors and visitors are expected to adhere to the Local Authority (LA) and school Equality Policies. If there is any doubt that these are not being adhered to this should be reported to the Head Teacher immediately.

Complaints procedure and breaches of policy

General complaints about the school's non-compliance with this policy are dealt with in accordance with the school's Complaints Procedures. Specific complaints about members of staff or governors breaching this policy are dealt with in accordance with the school's Discipline Procedures. Specific incidents of racial discrimination, harassment or victimisation involving members of staff are dealt with in accordance with the school's Grievance Procedures.

Reviewing and evaluating policies

All policies and strategies are regularly monitored, reviewed and evaluated for their effectiveness in promoting equality of opportunity and so eliminate any discrimination and promote good race relations. Issues relating to equality are built into school review and evaluation.

Publishing results of monitoring and evaluations

Required ethnic monitoring data is made available to the LA. Relevant information from audits and monitoring is communicated during staff meetings and is included in the school's Annual Report. To conform to GDPR steps are taken to ensure that information cannot be used to identify individuals.

Communicating and promoting the policy-

The full Equality Policy is:

- Published on the school website
- Available on request for visitors and members of the wider community

On request, the Equal Opportunities Summary will be made available in Welsh and Community languages.

Discrimination and harassment

At Llysfaen Primary School we are opposed to all forms of racial/religious/cultural/gender/disability prejudice, harassment and discrimination. Racial language or behaviour is not tolerated and will be challenged as will any language or behaviour which may cause offence to any religious/gender/disabled or cultural group. All incidents are dealt with in accordance with LA guidelines on Dealing with Racist Incidents. Incidents involving staff as alleged perpetrators are dealt with in accordance with the school's Discipline or Grievance Procedures. The school works closely with the LA and other partners (Race Equality First) to address racism within the school and the local area.

Llysfaen Primary School's procedures for dealing with racist incidents ensure that:

- ***all incidents are reported to the HT/AHT's and are dealt with promptly, firmly and consistently in accordance with the school's disciplinary procedures.***
- ***all incidents are investigated thoroughly by the HT/AHT's, and are recorded and reported to the LA using the appropriate forms/means***
- ***alleged perpetrators, victims and witnesses will be counselled***
- ***parents of pupils involved in reported incidents are informed***

Celebrating and catering for diversity

We take every care to ensure the specific cultural and religious needs of all groups are addressed in school by celebrating diversity. Advice is sought on catering for the dietary and dress requirements of different ethnic and religious groups. The school enables pupils to observe festivals and other events relevant to their particular faith and actively encourages all pupils to understand and respect such festivals and events (See RE Scheme of Work).

As a school we are fully committed to inclusive practice.

Review

This policy will be reviewed every two years, or earlier if necessary.

Signed _____
Head Teacher

Chair of Governors

Date_____