

Kind Hands and Clever Minds Make Our School



Strategic Equality Plan

Ty'n y Wern Primary School **Strategic Equality Plan (2012-2016)**

General statement of policy

The school is opposed to all forms of prejudice and discrimination and recognises that pupils have different needs, requirements and goals.

We will promote good relations and mutual respect within and between our pupils, staff, governors and the parents, carers and guardians of our pupils, irrespective of ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, language, nationality, responsibility for any dependents or any other reason which cannot be shown to be justified.

The school recognises that Wales and the United Kingdom have diverse societies made up of people from many different backgrounds. It is important that all children and young people are adequately prepared to live in such a diverse society.

In our school we aim to tackle discrimination and promote equality of opportunity and good relations across all aspects of school life. We do this by:

- creating an ethos in which children and young people and staff feel valued and secure;
- building self-esteem and confidence in our children and young people, so that they can use these qualities to influence their own relationship with others;
- having consistent expectations of children and young people and in their learning;
- removing or minimizing barriers to learning, so that all children and young people can achieve;
- ensuring that our teaching takes into account the learning needs of all children and young people through our schemes of work and lesson planning;
- identifying clear procedures for dealing quickly with incidents of discriminatory behaviour;
- making children and young people and staff confident to challenge prejudiced and aggressive behaviour;
- challenging stereotypes and promoting positive images;

Responsibilities

The role of governors

- The governing body has set out its commitment to equalities by approving and adopting this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their individual needs and circumstances.
- The governing body seeks to ensure that people are not discriminated against when applying for jobs at our school on any grounds.
- The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make school communications as inclusive as possible for parents, carers and pupils.
- The governors welcome all applications to join the school, whatever a child's individual or family background.
- The governing body will ensure that no child is discriminated against whilst in the school.

The role of the head teacher (or senior leader responsible for Equalities)

- It is the head teacher's role to implement the School's Strategic Equality Plan and s/he is supported by the governing body in doing so.
- It is the head teacher's role to ensure that all staff are aware of the School's Strategic Equality Plan, and that teachers apply these guidelines fairly in all situations.
- The head teacher ensures that all appointments panels give due regard to this plan, so that no-one is discriminated against when it comes to employment or training opportunities.
- The head teacher promotes the principle of equalities when developing the curriculum, and promotes respect for other people and equal opportunities to participate in all aspects of school life.
- The head teacher will treat all incidents of unfair treatment and any incidents of bullying due to discrimination, with due seriousness.

The role of all staff (teaching and non-teaching)

- All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the School's Strategic Equality Plan.
- All staff will strive to provide material that gives positive images and challenges stereotypical images.
- All staff will challenge any incidents of prejudice, whether that is racism, homophobia, disability-related or other, and record any incidents, drawing them to the attention of the head teacher.
- Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents.

Visitors and contractors working on site

Every effort will be made to ensure that all visitors or contractors working on site are made aware of the school's stance on equality and incidents of a discriminatory nature.

Consultation

This policy was developed in consultation with the following:

- Staff.
- Children and young people.
- Parents.
- Governors.
- Community Groups/Representatives.
- Caerphilly county Borough Council
- Partner organisations from the voluntary sector.

Communication

The full policy is:

- on display in the foyer;
- given to all non-LA contractors or service providers, who are made aware of their need to comply with the policy and are asked for their own;
- given to all parents/carers/guardians and is available on request for visitors and members of the wider community.

The School's Strategic Equality Plan is also:

- sent to all job applicants;
- published in the school prospectus;
- published on the school website
- displayed around the school premises;
- available on request for anyone who wishes to have a copy.

The School's Strategic Equality Plan is available in Welsh, and is available in other languages and formats on request.

This policy will be reviewed every four years or following any changes in legislation.

Signed: _____ Headteacher

Signed: _____ Chair of Governors

Date: _____

**SCHOOL STRATEGIC
EQUALITY PLAN - EQUALITY
OBJECTIVE**

Ty'n y Wern Primary

OBJECTIVE	To reduce the number of discriminatory bullying incidents in the school over the 4 years of this plan.
Outcome	Pupils and staff are able to go about their daily lives in school, whether in the classroom, free from discriminatory language, abuse and bullying.
Protected Characteristics / Other Equalities Issues covered	Ethnic origin, sex, age, marital status, sexual orientation, disability, gender reassignment, religious beliefs or non-belief, language, nationality, responsibility for any dependants.
Links to other Strategies and Plans	Anti-bullying policy
Evidence Base	Current bullying data to be used as baseline.
Success Measure / Performance Indicators	<ul style="list-style-type: none"> • Initial increase in reporting of incidents • Increase in satisfaction levels (by pupils and parents) of how issues were handled • Reduction in levels of reported bullying in schools
Timetable	Termly reporting using CCBC reporting form - annual report to show figures, trends and actions.
Stakeholders	Pupils, school staff, governing body, CCBC Education, CCBC elected members, CCB Community Cohesion Forum, Gwent Police, CYP Partnership, GEMS, VALREC, LGBT Excellence Centre, Stonewall Cymru, Caerphilly Youth Forum