



Strategic Equality Policy **2016 - 2018**

Commitment

Dafen Community Primary School is committed to supporting, developing and promoting equality and diversity in all of its practices and activities. It aims to establish an inclusive culture free from discrimination and based upon our values of **dignity, tolerance and respect** and recognises that everybody has different needs and requirements

Under the **Equality Act 2010** the school will work towards:

1. **eliminating** unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
2. **advancing** equality of opportunity between people who share a relevant protected characteristic and those who do not;

3. **fostering** good relations between people who share a protected characteristic and those who do not;

The act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Equality Act 2010 Act covers the following **protected characteristics**:

- age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, colour, nationality, ethnic or national origin, language, religion and belief (including lack of belief), sex(gender) and sexual orientation.
- the school also respects the rights of Welsh speakers and learners (staff, pupils, and parents) to use the language as covered by the Welsh Language Measure 2011

Who is protected by this policy.

This policy protects the following people:

- school governors,
- pupils,
- staff employed on a full time or part-time basis,
- all permanent or temporary contracts,
- agency staff
- casual workers.

1. Aims

- The aim of this policy is to ensure that in carrying out its activities the School will have due regard to elimination of unlawful discrimination, harassment and victimisation
- The advancement of equality of opportunity, across all the activities of the school between different groups.
- The encouragement of good relations between people of a diverse background.

In the implementation of this policy the School will aim:

- To develop and promote a culture of equality and diversity throughout the institution
- To develop and promote a culture of dignity, courtesy and respect.
- To respect the human rights of all our pupils and staff.
- To work to prevent all forms of unlawful discrimination and tackle barriers which could lead to unequal outcomes for identified groups of pupils and staff.
- To deal with all forms of discrimination consistently and effectively
- To ensure that the Strategic Equality Plan influences and informs the ethos of the School.

2. Roles and Responsibilities:

All members of the school community are expected to behave with dignity, courtesy and respect and to act in a manner that does not unlawfully discriminate at all times.

- **Role of Governing Body.** To hold ultimate accountability for the Strategic Equality Policy.
- To ensure that the school complies with the Equality Act 2010 and that this policy and its related procedures and action plans are implemented.
- A designated member of the governing body has oversight of this policy and its implementation.

Role of Headteacher

- To provide leadership in the operation and implementation of the Strategic Equality Policy for pupils and staff.
- To ensure all staff are aware of their responsibilities under the equality Act 2010 and are given the appropriate training and support.
- To take appropriate action in any case of unlawful discrimination
- To allocate a senior member of staff for the day to day co-ordination of the implementation of this policy

Role of Head teacher or nominated member of Senior Leadership Team

- To be the designated senior member of staff for the operation, management and coordination of all aspects of this policy and will be supported by the governing body in doing so.
- To devise and recommend policies, procedures and action plans to ensure that all legislative requirements are met and best practice adopted.
- To collect and review data in relation to the protected characteristics and the Welsh Language relating to pupils and staff.
- To review policies and procedures in relation to compliance with the Equality Act 2010 and to make changes as appropriate.
- To advise on the provision of appropriate equality training and awareness-raising in relation to all equal opportunities and diversity matters.

- To ensure that all appointment panels are aware of this policy and give due regard when it comes to employment or training opportunities.
- To ensure appropriate training for pupils, staff and governors on the Equality Act 2010 and any relevant equality and diversity issues
- To review the Strategic Equality Policy annually and advise the Governing Body of any matters with regard to the policy.

Role of school staff

- To support the aims of the schools' Strategic Equality Policy.
- To encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- All staff will ensure that pupils are treated fairly and with dignity and respect
- To undertake appropriate equality and diversity training

Role of Pupils

- To support the aims of the Strategic Equality Policy.
- To encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- To be aware of equality and diversity issues.
- To adopt the same principles when they are outside of school

Role of parents/carers

- To support the aims of the Strategic Equality Policy
- To support the school in the promotion of the principles of dignity, courtesy and respect
- To encourage children and young people to promote the above principles outside of school.

3. Training

Equality Act 2010 and Equality and Diversity awareness raising and training will be provided for all staff as part of a structured training programme. Information will be provided to all pupils in order to raise awareness of equality and diversity and the contents of this policy through the school PSE programme.

4. Communication of this policy

A copy of this policy may be sought from the school reception.

5. Confidentiality

Any information disclosed to the School in relation to equality and diversity issues will be kept strictly confidential in accordance with legislative requirements.

6. Good practice for dealing with discriminatory incidents

Any discriminatory incidents will follow the schools Positive Behaviour Policy or Bullying Prevention Policy or School Disciplinary policy for staff (whichever is appropriate). All incidents will be acknowledged, investigated and appropriate action taken. The school has a **zero tolerance** approach to all types of discriminatory behaviour and bullying.

7. Monitoring and evaluation.

This policy will be monitored annually by the Head teacher or nominated member of Senior Leadership Team. Statistics will be gathered to monitor equality across all aspects of the school's processes and will be used to inform future practice as a part of the schools self - evaluation process. The school will also take into account evidence from Estyn Inspection findings and independent reviews.

8. Review

The Governing Body, in consultation with the Head teacher, the pupils, staff and parents/carers, will review this policy annually in order to ensure the delivery of the action plan (Appendix 1) where appropriate.

9. Strategic Objectives

The following are the schools strategic objectives which were decided in consultation with Governors and staff and following the School Self Evaluation.

- 1. To reduce the number of pupils citing bullying as a problem in school**
- 2. To introduce an effective Performance Management Policy for non-teaching staff.**
- 3. To ensure all staff and Governors at Dafen School are aware of the Equality Act 2010 and understand the Strategic Equality Plan**
- 4. To work towards the Rights Respecting School Award in recognition of placing the UN Convention on the Rights of the Child at the heart of the school. (Rights Respecting School)**
- 5. To ensure that the whole school community plays a full part in the school's drive for the Eco-School's Platinum award and the Healthy Schools 5th Leaf.**

Dafen Community Primary School Equality Delivery Plan.

OBJECTIVE 1			
To reduce the number of pupils citing bullying as a problem in school			
Key action/s	Responsible officer(s)	Timeline	Target
LA Anti-bullying policy is read and understood by all stakeholders including parents and pupils	Mrs. Karen Weeds	Spring Term 2017	All parents, pupils, staff and governors are familiar with policy and understand
On-going discussions regarding definitions of bullying with all pupils throughout the school and throughout the school year during assembly, PHSE, circle time sessions	Class teachers KW to offer support through PSE role I.G. to continue pastoral role Support from Andrew Rogers (Governor)	On-going throughout school year. Clear focus permeates curriculum during Anti-Bullying week	All pupils recognise what bullying is and how it is defined
Anti-bullying and behaviour policy are formalised into a contract for parents and pupils and signed	KW and CM to work with members of wellbeing committee	Summer Term 2014 to be developed Launch at start of academic year 2014	Parents and pupils know and understand the school's policy and procedures for dealing with behaviour/ bullying

Circulate anti-bullying questionnaire amongst KS2 pupils in Spring 2014. Repeat in Autumn 2014	KS2 teachers	Spring Term 2017	Number of pupils citing bullying as an on-going issue will be reduced .
To inform staff of developments in Restorative Justice training and to develop training on Restorative Approaches to support the introduction of Peer mediation. Playground Peace makers.	CM/IG/KW	Summer term 2015 there was staff training and early development of pupil training for implemented in Autumn Term 2015	All staff attended day's training School will establish a group of pupils who will receive training and support pupils as necessary

OBJECTIVE 2			
To ensure all staff and Governors at Dafen School are aware of the Equality Act 2010 and understand the Strategic Equality Plan			
Key action/s	Responsible officer(s)	Timeline	Target
New Policy and strategic plan is discussed in detail at Governors meeting	CM	January 2017	Plan is agreed and accepted by GB and will then be forwarded to staff

The New Policy is shared with ALL school staff at a staff meeting and discussed in detail	CM	Spring 2017	All staff have read and accepted policy
Appointment of 'Equality Champions' in school from member of teaching and support staff who work together to ensure the policy and plan is updated and actions are implemented/ reviewed and supported by all stakeholders	CM and staff	Summer Term 2017	Appointed staff begin monitoring and support role

OBJECTIVE 3			
To work towards the Rights Respecting School Award in recognition of placing the UN Convention on the Rights of the Child at the heart of the school			
Key action/s	Responsible officer(s)	Timeline	Target
MD to lead staff meeting to discuss process, time frame and action planning. Discuss work already done during the last year as part of ESDGC.	CM and whole staff	Spring Term 2017	Develop action plan for academic year 2016-17
Develop opportunities for pupils, staff and parents to engage in activities and discussion to promote RRSA within school, across schools and internationally	MD/ KW to lead	Spring term 2017 and on-going	Evidence collected to support application

OBJECTIVE 4

Key action/s	Responsible officer(s)	Timeline	Target

Signed by Chair of Governors on behalf of the Governing Body:

Mr Gareth Edwards

Signed by Headteacher:

Mr J Ceri Morris

Date approved: 16 November 2017

Next Review: November 2018