Llanedeyrn Primary School

Equalities Policy 2025

'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 1 of the Universal Declaration of Human Rights

Aims

We recognise and celebrate the fact that Welsh and British society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are prepared to live in such a society. The purpose of our Strategic Equality Plan (SEP) is to fulfill the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our School Community and in all aspects of our School's plans and policies.

Protected Characteristics refer to the following groups: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The protected characteristics of age and marriage and civil partnership only apply to schools as employers, but not in relation to their provision for pupils.

Through the equality improvement actions and strategically planned tasks detailed in this document, we aim to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We have based our Strategic Equality Objectives on local, regional and national priorities within education as well as feedback from engagement with our School Community and our own School Data.

Objectives

Our chosen Strategic Equality Objectives are to:

- ensure equality of opportunity and access for pupils and other stakeholders from

protected groups through strategic thought and discussions;

- develop the quality and use of our equality monitoring and data collection and progress of pupils from protected groups;
- raise awareness of equality and diversity issues among pupils, staff and governors.

Scope

This Policy applies to all full time, part time, job-share, permanent, temporary and supply staff. It also applies to all pupils, parents, service users and visitors to the School, in line with equality legislation and the School's legal responsibilities to promote equality in employment, education and access to services.

Equalities Summary Statement

At Llanedeyrn Primary School, we aim to provide a caring environment in which all pupils can feel confident and able to learn. We seek to foster an environment of mutual respect and support between all staff, pupils, parents and carers and the wider community.

Our School is committed to eliminating any unlawful discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation by creating an environment where every individual, regardless of ability or background, is able to participate and is valued fully as a member of the School Community. We promote a positive attitude towards differences and expect respect for people of all backgrounds as we are opposed to all forms of discrimination and prejudice.

Stereotypical ways of thinking are the result of ignorance and may result in low self-esteem and limited aspirations. The School values and encourages involvement of people from all sections of the local community, and through this involvement aims to provide positive images, that challenge stereotypical thinking.

Any language or behaviour that is racist, sexist, homophobic, disablist or potentially damaging to any group will not be tolerated, and will be challenged and monitored. Information derived from monitoring will be used to plan whole-school strategies to combat incidents. Information is available to be shared with the Local Authority in order to assist in combating hate crime across the city.

Commitment

The Governing Body and the School will work with all its partners to be proactive in promoting equal opportunities, fostering good relations and in tackling unlawful discrimination. They will encourage, support, and enable all pupils and staff from all protected characteristics to reach the highest standards possible as indicated in the School's vision statement and this equality policy.

Responsibilities of the Governing Body

The Governing Body is responsible for:

- ensuring that the School complies with equality legislation and fulfils its legal responsibilities;
- ensuring that the Policy and its related procedures and strategies are implemented in collaboration with the Headteacher;
- including equality issues as a regular item on the agenda of Governing Body meetings;
- liaising with the Well-being Sub-committee on matters of Equality.

Responsibilities of the Headteacher

The Headteacher is responsible for:

- making sure that the Equality Policy is readily available, along with related policies, for example, the Anti-Bullying Policy, and that governors, staff, pupils, parents and carers are made aware of its existence;
- making sure that the Policy and its procedures are followed;
- producing regular information for staff and governors about how the Policy is working, and providing training for them on the Policy if necessary;
- making sure that all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of harassment and discrimination;
- making sure that the Equality Policy is regularly monitored and reviewed.

The named person with responsibility for dealing with reported incidents of unlawful discrimination is the Headteacher.

Staff and pupils are aware of whom the named person is. The named person ensures that all reported incidents are recorded on SIMs, analysed within the School, and forwarded to the LA on a termly basis.

Responsibilities of the Equal Opportunities Co-ordinator

The Equal Opportunities Coordinator is the Additional Learning Needs Co-ordinator (ALNCO).

The Equal Opportunities Coordinator ensures that:

- the School regularly reviews and evaluates all policies and practices in relation to equal opportunities;
- setting of targets that address aspects of inequality or disadvantage in all of the School's activities.

Responsibilities of all Staff

All staff are responsible for:

- dealing with incidents of unlawful discrimination and bullying;

- being able to recognise and tackle bias and stereotyping;
- promoting equality and good relations between all groups;
- keeping up to date with the law on discrimination, and taking up training opportunities;
- striving to provide images and lesson plans that show positive images of, and are inclusive of, people from the protected characteristics.

Information Gathering and Engagement

The collection of information is crucial to supporting our School in deciding what actions to take to improve equality and eliminate discrimination within the School's Community. The information also subsequently helps our School to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate impact assessment and identify which of the School's aims have been achieved and what we need to do better.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible while recognising issues of sensitivity in relation to the different protected characteristics. We take particular steps to ensure pupils with disabilities and young people, parents and carers are involved as is their entitlement. The reason that this progress is important is to understand the full range of needs of the School's Community.

The Equalities Policy will be updated by the School on an annual basis, in order to include accurate data relating to the Whole School's Community. The strategic equalities objectives will be monitored and evaluated on by the Senior Leadership Team, in line with the School's School Improvement Plan (SIP).

As a School we are fully committed to inclusive practice. To this end, we will continue to engage and consult with our whole school community on issues relating to further developing our practice.