

*Cross Ash Primary School*  
*Caring, Committed, Challenging*



monmouthshire  
sir fynwy

# **Cross Ash Primary School**

## **Strategic Equality Policy**

**2016 - 2020**

## **Commitment**

The 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 coordination 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
- Pupils have agreed that certain language and phrasing is not acceptable as it does not promote dignity, courtesy or respect. For example:
- Saying someone is "like a boy/girl" so that it sounds like an insult. For example "You kick like a girl".
- Telling someone they can't do something because they are a boy or a girl. For example: "Girls don't play football"; "Boys can't play with dolls" or "Boys don't cry."
- Using the word "adopted" as an insult in order to upset someone.
- Saying something is "gay" as a way of showing you don't like it. For example "those trainers are so gay".
- Pupils have the right to highlight acts of inequality and disrespect and report them. These will be investigated and dealt with according to school policy.

## **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.
- To support the school and their own child in promoting equality and respect for all by discussing inappropriate language.
- To read the booklet prepared for pupils with their own child/children in order that they can discuss the issues and language being considered.

## **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**

This policy is available on the school's website at [www.crossashprimary.com](http://www.crossashprimary.com) It will also be available in printed form 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).

## 9. Strategic Objectives

The following are the schools strategic objectives which were decided in consultation with staff, pupils, Governors and parents.

Example.

1. Reduce gaps in attainment between boys and girls and between other protected groups (FSM, LAC)
2. Reduce gaps in attendance between protected groups (ALN, LAC and FSM)
3. Improve access to information and physical access to schools and other learning settings for learners, parents, staff and other users.
4. Raise awareness of equality and diversity issues among learners, staff and governors

Signed .....Headteacher

Signed.....Chair of Governors

Date.....

