

## Ysgol Bryn Garth



### DIVERSITY & EQUALITY POLICY

This policy is reviewed annually and approved by governors

Chair of governors	Signed	Date
Mike Jones		March 2013
Mike Jones		March 2017
Darren Ankers	<i>DAnkers</i>	March 2021

Our Policy and procedures are based on Flintshire LA guidelines.

Name of School. Ysgol Bryn Garth

Date of Policy. March 2021

Responsible Individual: Michael O'Grady

#### Description of School and its Community

Being a small village school in a very beautiful corner of North Wales, we're very proud of the education which we provide and our first-rate grounds and facilities. Our present building was opened in 1968, but our school dates back to 1870 in its former location at Ffynnonogroyw. Our high standards, excellent resources and innovative curriculum mean that your child will enjoy the best of provision at our school. Your child will also learn in a tranquil and friendly atmosphere. Our staff are friendly and approachable and always ready to answer your questions and relieve anxieties.

- **Ethnic and religious mix of school and its community;**  
**100% of the school population is white or white British**
- **Demographics of the catchment area;**  
Please see <http://flintshire.infobasecymru.net>
- **Gender balance;**  
**The school learner population is 48.5% female and 51.5% male.**
- **Racist, homophobic or hate crime incidents in the school and the local area;**  
**The school recorded no incidents of racially motivated bullying and no incident of homophobic bullying in the school year 2020/2021.**
- **Religions in the school;**  
**The majority of the school community are from a non-conformist religious heritage. In addition, there are Roman Catholics, Anglicans and members of the Church in Wales in the school community.**
- **Languages spoken by pupils;**  
**All learners are proficient in English and roughly 5% have some fluency in Welsh.**
- **Details of additional learning need within school and its community;**  
**At any one time some 24% of the learner population has recognised additional learning needs.**

## Description of Policy Formation and Consultation Process

Name of the School's Diversity and Equality Coordinator: Mr M O'Grady

This policy has been developed and produced by a steering group of headteachers from the Holywell consortium. It was also discussed and agreed by the staff, governing bodies and school's councils of each school.

Before the policy statement was finalised the following groups in the schools and its community were consulted:

School Council  
Senior Management Team  
Governors  
LEA PSE Adviser

## Aims and Purpose of a Diversity and Equality Policy Statement

Ysgol Bryn Garth fully endorse the statement by the County Council

Flintshire County Council is committed to promoting fairness and equality through all its activities; through the Council's roles as service provider and commissioner, employer and community leader. The Council supports the following definition from the national Equalities Review in 2007: "An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and can be."

The overarching aim of Flintshire's Diversity and Equality policy is to:-

- Eliminate unlawful discrimination and harassment;
- Promote equality of opportunity; and
- Promote good relations between diverse communities

In the Council's delivery of services, goods, works and facilities, provision of grants, in engagement with partners and communities in the county and employment policies and practices.

The Policy applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of the protected characteristics as identified in the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race,
- religion or belief
- sex
- sexual orientation

and to other personal characteristics and identity, including, for example social class, language, caring responsibilities or educational background

The School Strategic Equality Objectives

- **Reduce Unequal Outcomes in Education to maximise individual potential**
  - **Action area 1.1:** Reduce the educational attainment gap between boys and girls at all key stages
  - **Action area 2.1:** Improve the attendance of children from all socio-economic groups

The County Strategic Equality Objectives can be found at:

[http://www.flintshire.gov.uk/wps/portal/english/services?WCM\\_GLOBAL\\_CONTEXT=/web+content/flintshire/english/services/100003/200041/strategic+equality+plan](http://www.flintshire.gov.uk/wps/portal/english/services?WCM_GLOBAL_CONTEXT=/web+content/flintshire/english/services/100003/200041/strategic+equality+plan)

At Ysgol Bryn Garth the aims of the Diversity and Equality policy statement are to:

- Ensure that an inclusive ethos is established and maintained;
- Ensure that the school is a place where everyone, irrespective of their age, disability, race, religion and belief, gender, gender identity, sexual orientation, family background and/or language feels welcomed and valued;
- Ensure that all pupils and staff are encouraged to reach their full potential;
- Protect the human rights of all pupils and staff, parents, governors and visitors to the school;
- Prepare pupils for the challenges, choices and responsibilities of their living in a diverse society;
- Empower pupils to participate in their communities as active citizens who take responsibility for themselves and each other;
- Foster and encourage positive attitudes and behaviour towards all members of the diverse community.

## Environment and Ethos of the School

We, at Ysgol Parc Y Llan, ensure that the aims listed above apply to and are inherent within the full range of our policies and practices including those that are concerned with:

- Equality projects and courses; teaching of the national curriculum and foundation phase, PSWC and RE; strategies which use interactive and experiential approaches;
- Pupil's progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development.
- Valuing pupils and promoting positive relationships and self-esteem;
- Staff selection, recruitment and induction;
- Effective coordination and staff training and support;
- Partnership with parents and the community;
- Opportunities in school for pupils to participate in decision making;
- Extra-curricular experiences, such as school councils, clubs etc;
- Physical environment of the school is conducive to health and well-being

## Addressing sexism, racism, xenophobia and homophobia

The school is opposed to all forms of discrimination based on person's age, disability, race, religion or belief, gender, gender identity, sexual orientation, family background and/or language. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated at Ysgol Bryn Garth. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

## Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy statement and related procedures and strategies are implemented.

The **Headteacher** is responsible for implementing this policy statement; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

**All staff** are expected to:

- incorporate principles of equality and diversity into all aspects of their work.
- deal with any discriminatory incidents that may occur;
- know how to identify and challenge stereotyping or discrimination;
- support pupils in their class for whom English is an additional language;
- Provide reasonable adjustments for disabled pupils, staff and members of the school community;

## **Information and resources**

The content of the policy will be known to all, if they request it:

- staff
- learners
- parents, carers and guardians
- governors
- visitors who come in to school if they request it
- members of the community

## **Religious Observance**

The community at Ysgol Bryn Garth will respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **Equality Objectives**

<b>School Equality Objective: 1</b>	<b>Reduce Unequal Outcomes in Education to maximise individual potential</b> <b>Action area 1.1:</b> Reduce the educational attainment gap between boys and girls				
<b>Evidence / Research</b>	1.1 Data on educational attainment by boys and girls is held by the school.				
<b>Measure Ref: 1.1</b>	Reduce attainment gap between boys and girls by <b>10%</b>				
<b>Measures</b>	<b>Direction of Improvement</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25 Aspiration Target</b>
1.1 Gap in attainment levels	lower	2.5%	2.5%	2.5%	2.5%
<b>Action</b>			<b>Lead Officer / Partner</b>	<b>Time frame</b>	<b>Related measure</b>
A1.1 Review teaching strategies in light of Estyn Report 'Closing the Gap Between Boys and Girls Attainment in Schools'			Headteachers of consortium	1 year, then review	Fynnon Core Data Pack
A1.2 Liaise with the Holywell consortium to establish a standard way to gather and record attainment information for groups of pupils who share protected characteristics.			Headteachers of consortium	1 year, then review	Fynnon Core Data Pack

<b>School Equality Objective: 2</b>	<b>Improve the attendance of children from all socio-economic groups</b> <b>Action area 2.1:</b> Monitor attendance of and implement strategies for the improvement of attendance of children from all socio-economic backgrounds				
<b>Evidence /Research</b>	2.1 Schools hold data relating to attendance				
<b>Measure Ref: 2.1</b>	Increase the attendance by 0.5%				
<b>Measures</b>	<b>Direction of Improvement</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25 Aspiration Target</b>
2.1 Attendance	higher	95.0%	95.2%	95.4%	95.5%
<b>Action</b>			<b>Lead Officer / Partner</b>	<b>Time frame</b>	<b>Related measure</b>
A2.1 Review monitoring and improvement strategies as a consortium			Headteachers of consortium	1 year, then review	Attendance figures
A2.2 Collect and analyse data half-termly in line with the LA strategy			Headteachers of consortium	1 year, then review	Attendance figures

### Monitoring, evaluation and review of this Policy

Ysgol Bryn Garth will collect study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.

NB. <http://flintshire.infobasecymru.net>

**Date approved by the Governing Body: March 2021**