

Nurture talent, Broaden horizons Encourage self belief



Achieve Excellence

Exceed Expectations

**Ysgol Maes y Felin**

Penymaes Road  
Holywell  
Flintshire  
CH8 7EN

01352 711366

Pennaeth/Headteacher  
Mr. Peter Davies B.Ed (Hons)

# Diversity and Equality Policy



**Description of School and It's Community:**

Ethnic and religious mix of school and its community: 97% of the school population is white or white British-the remaining 3% come from a mixed-race background or other ethnic groups including Turkish, Polish, Lithuanian or other ethnic groups including travellers.

**Demographics of the catchment area:**

The area has an urban/rural classification of: Urban > 10K - Less Sparse

The National Statistics area classification for the local area is: Mature Urban Households

The area is ranked 74 in the Welsh Index of Multiple Deprivation (WIMD) 2011. WIMD is a measure of multiple deprivations at small area level. Each LSOA in Wales has been given a score and ranked in order of deprivation. A rank of 1 would be the most deprived LSOA in Wales, and a rank of 1896, would be the least deprived LSOA in Wales

The school learner population is 45% female and 55% male.

Racist, homophobic or hate crime incidents in the school and the local area; None recorded

Religions in the school; The majority of the school community are from a Christian religious heritage.

Languages spoken by pupils: All learners are proficient in English and no children have Welsh as their first language. Other languages spoken – Turkish

Details of additional learning need within school and its community; At any one time some 35% 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: Peter Davies.

This policy has been developed and produced by a steering group consisting of the following individuals:

Diversity and Equality Coordinator  
School Council  
Governor

## Diversity and Equality Policy

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 Maes y Felin fully endorse the statement by Flintshire 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 is 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

## Diversity and Equality Policy

At Ysgol Maes y Felin, 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 Maes y Felin ensure that the aims listed above apply to the full range of our policies and practices including those that are concerned with:

- Equality projects and courses; teaching of the national curriculum, PSE 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 Maes y Felin. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

## Diversity and Equality Policy

### **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:

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

### **Religious Observance**

The community at Ysgol Maes y Felin 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.

### **Monitoring, evaluation and review of this Policy**

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

<b>Headteacher:</b>		<b>Date:</b>	
<b>Chair of Governing</b>		<b>Date:</b>	

## Diversity and Equality Policy

<b>Body:</b>			
--------------	--	--	--

### **Action Plan**

#### **Equality Objective 1.**

To increase awareness of Ethnicity with children through developing Global Citizenship.

#### **Our Research:**

Children have some awareness of different cultures through assemblies and Religions taught through Religious Education. At the present time, there is a small minority of children in Ysgol Glan Aber that are from an ethnic background.

#### **Information from Engagement:**

#### **Data Development:**

A pupil questionnaire could be used to find out what they know about Ethnicity. After identifying areas in the questionnaire, the Curriculum and Assemblies need to be reviewed.

#### **This objective will be judged to be successful if...**

- There is an increase in awareness of Ethnicity

#### **Actions:**

	Description	Responsibility	Start date	End date
1.1	An increase in awareness of Ethnicity	Headteacher/Healthy Schools Co-ordinator	Sept 2014	July 2015

## Diversity and Equality Policy

<b>Equality Objective 2.</b>				
To raise awareness of Disability with children				
<b>Our Research:</b>				
Children are not aware of how it feels to be a person with a disability. They have some knowledge what is involved when someone has a disability and how they adapt to live life, go to school or work as independently as possible.				
<b>Information from Engagement:</b>				
<b>Data Development:</b>				
We need to contact Andrew Fordham from Flintshire County Council and other outside agencies to support us in developing the children's awareness of Disability. We will use Pupil Voice to ascertain pupils level of understanding.				
<b>This objective will be judged to be successful if...</b>				
<ul style="list-style-type: none"> <li>• There is an increase in awareness of Disability Awareness with children.</li> </ul>				
<b>Actions:</b>				
	<b>Description</b>	<b>Responsibility</b>	<b>Start date</b>	<b>End date</b>
1.1	To increase the awareness of Disability with children	Headteacher/Healthy School co-ordinator	Sept 2014	July 2015

## Diversity and Equality Policy

<p><b>Equality Objective 3.</b> To increase Pupil Voice across the curriculum</p>				
<p><b>Our Research:</b> Pupils have an opportunity both in the Foundation Phase and Key Stage 2 to discuss what they would like to find out in their topics, through mind maps and Circle time at Key Stage 2 and Talking Tubs in the Foundation Phase. Pupils are not always given a voice in all areas of the curriculum, how they learn and through which means they learn. The School Council needs to be more proactive in moving the school forward, i.e. being aware of Policies, finding out what extra curricular activities the children want to do.</p>				
<p><b>Information from Engagement:</b></p>				
<p><b>Data Development:</b> Curriculum co-ordinators to devise Pupil voice questionnaires and to arrange to meet small groups of children from across the Foundation and Key Stage 2</p>				
<p><b>This objective will be judged to be successful if...</b></p> <ul style="list-style-type: none"> <li>• Children take part in Pupil Voice covering all Curriculum areas, from Foundation to end of Key Stage 2.</li> <li>• Issues that arise in questionnaire to be identified by co-ordinators/Headteacher and next steps to be made.</li> <li>• School Council to meet more often with Headteacher and Governors.</li> </ul>				
<p><b>Actions:</b></p>				
	<b>Description</b>	<b>Responsibility</b>	<b>Start date</b>	<b>End date</b>
1.1	Questionnaires to be devised for each curriculum area	Co-ordinator	Sept 2014	July 2015
1.2	School Council to become more pro-active in moving the school forward	School Council co-ordinator, Headteacher	Sept 2015	July 2015