



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

Date policy approved and adopted	October, 2019
Reviewed By	Governing Body
Review frequency	Annually
Next review date	October, 2020

Accessible Formats

This document is available in English and Welsh in Microsoft Word and pdf formats in Arial font size 12 as standard. This document is also available in large print. To request a copy of this document in an accessible format contact Mrs. Debbie Dickinson (01352 711366).



Diversity and Equality Policy

Description of School and It's Community:

Ethnic and religious mix of school and its community: 85% of the school population is white or white British-the remaining 15% come from a mixed-race background or other ethnic groups including travellers.

Demographics of the catchment area:

The school learner population is 47% female and 53% 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 are spoken as first language at their home setting.

Details of additional learning need within school and its community; At any one time some 29% 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

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

Diversity and Equality Policy

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 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

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;

Diversity and Equality Policy

- 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.

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.

Diversity and Equality Policy

- 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.