



Equality Policy

Headteacher: Miss Siwan Dafydd

Chair of Governors: Mr Daniel Tiplady

Policy Date: January 2025

Responsibilities: Headteacher, SLT and Governors

Date of original policy: January 2025

Review Date: January 2026

Our society includes people from many different backgrounds. It is important to prepare our pupils to live, work and thrive in a diverse society.

School Context

Ysgol Pencae is a single stream community school that serves the community of Llandaf. Ysgol Pencae is a Welsh-medium school and we are proud of our close-knit community and consider ourselves as a village school in the city. Our aim is that each individual feels confident and comfortable as a member of our school.

Celebrating Cynefin

Here at Ysgol Pencae we welcome every child and family regardless of their background; we celebrate diversity. We look for every opportunity to celebrate the diversity we have through purposeful activities, celebration and deepening understanding weeks, organising various visitors from different cultures and backgrounds and we recognise local and global events to ensure that our pupils receive the best foundations to be principled and moral citizens who treat others with courtesy and respect. We feel that it is our duty to offer these experiences to our pupils.

Aims

We recognise and celebrate the fact that our community includes people from diverse backgrounds and life experiences. The purpose of our Strategic Equality Policy and Plan (SEP) is to fulfill the duties to promote equality and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies. Our hope is:

- to eliminate discrimination, harassment and unlawful persecution
- take every opportunity to promote equality between different groups
- to foster good relationships between different groups

These aims reflect the General Duties required by the Equality Act 2010. We have based our Strategic Equality Objectives on local, regional and national priorities within Education.

Our Strategic Equality Objectives are:

People: Embed the mindset and confidence of the whole school community in equality

Curriculum: Enrich the school's curriculum equality provision

Curriculum: Developing the school's Religion, Ethics and Values Curriculum

Who does this policy apply to?

The policy applies to all full-time, part-time, job-sharing, permanent, temporary and supply staff. It applies to all pupils, parents, service users and visitors to the school in accordance with Equality legislation and the school's legal responsibilities to promote equality in employment, education and access to services. With this policy, the school and its community fully commit to not accepting any discrimination in terms of equality. We will operate a zero tolerance approach when dealing with cases of discrimination.

Equality Statement

At Ysgol Pencae, our aim is to provide a happy and caring environment where every child can feel confident and succeed in learning as a result. We try to foster an environment of mutual respect and support between all the staff, pupils, parents and carers and the wider community. Our school is committed to eliminating any unlawful discrimination on the following grounds

- age.
- gender reassignment.
- being married or in a civil partnership.
- being pregnant or on maternity leave.
- disability.
- race including colour, nationality, ethnic or national.
- religion or belief.
- sex.

by creating an environment where every individual, regardless of their ability or background, can participate and is fully valued as a member of the school community. As we oppose all forms of discrimination and prejudice, we promote a positive attitude towards differences and expect respect for people from all walks of life.

The school's values respect each individual and through this respect we aim to provide positive images, which challenge stereotypes and discrimination which results in deepening the understanding of all our communities of each other.

Any language or behavior that is racist, sexist, homophobic, or could be harmful to any group will not be tolerated and will be challenged and monitored. Information resulting from monitoring will be used to plan whole school strategies to tackle incidents. Information about incidents and bullying based on identity will be shared regularly with the Local authority to help tackle hate crime across the City.

Responsibilities - Leadership and Control

Commitment

The Governing Body and the school's senior management team will work with all their partners to be proactive in promoting equal opportunities, fostering good relations and tackling illegal discrimination. They will encourage support and enable all pupils and members of staff of all protected characteristics to reach the highest possible standards.

Headteacher

The Headteacher is responsible for:

- Ensuring that the Equality Plan is readily available, together with related policies, e.g. "Respecting Others (anti-bullying)" Policy, etc. and that governors, staff, pupils, parents and guardians know about it.
- Ensure that the policy and its procedures are followed.
- Produce regular information for staff and governors about how the policy works and provide them with training on the policy if necessary.
- Ensure that all members of staff know their responsibilities and receive training and support in fulfilling these.
- Take appropriate action in cases of harassment and discrimination.
- Ensure that the Equality Scheme is regularly monitored and reviewed.
- Ensuring that recruitment panels are appropriately navigated ensuring that there is no discrimination or that no individual is placed under disadvantage.
- Ensure equity for every member of the school community.

The named person responsible for dealing with reported incidents of illegal discrimination is Siwan Dafydd.

Staff and pupils are aware of who the person being named is. The named person ensures that all reported incidents are recorded in My Concern under the appropriate labels, which is analysed in the school. The Authority will only have access to the labels that are recorded and these will be used to obtain a reflection of the school / city.

The Equal Opportunity Coordinators are Siwan Dafydd and Aled Thomas. The Equal Opportunities Co-ordinator ensures that the school regularly reviews and evaluates all policies and practices in relation to Equal Opportunities, leading to the setting of targets which address aspects of inequality or disadvantage in all of the school's activities.

All staff are responsible for:

- Dealing with and recording (through My Concern) incidents of unlawful discrimination and bullying
- recognising and tackling prejudice and stereotyping
- Promoting equality and good relations between all groups
- Keeping up to date with the law on discrimination, and take training opportunities
- Strive to provide curricular experiences, lesson plans, images and texts that show positive images of, and are inclusive of, people with protected characteristics.
- Ensure equity for every member of the school community.

Visitors are responsible for:

- complying with the school's equality policy and plan. The Head will deal with any non-compliance and will ask the visitor to leave the site.

Collection and Engagement of Information

Gathering information is essential to support us in deciding what steps to take to improve equality and remove discrimination within the school community. Afterwards, the information helps us 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 make accurate impact assessments and identify which of the school's goals have been achieved and what we need to do better. We consider:

- Achievement and progress of pupils from different groups
- Exclusion data by group
- Records of bullying on equality grounds
- Pupil Voice, Staff Voice, Community Voice
- Opinion of the Governing Body
- Results following community events
- Results of activities planned with families who find it difficult to engage
- Children's questionnaires, staff questionnaires, parents' questionnaires

-Recruitment and professional development data

-Feedback from External Agencies

The engagement above is based on the information obtained about the representation of different groups. We aim to do this as fully as possible. The reason this activity is important is to understand the full range of the school community needs.

Publishing and reporting

The school publishes the Strategic Equality Plan on the school's website and it is available to parents on request. The school's prospectus includes a reference to the Strategic Equality Plan and the values that underpin it.

We will report as part of the Governors annual report on the progress made on the action plan.

Monitoring and Reviewing

We will revisit the information and data used to identify priorities for the Strategic Equality Plan, including delivery data and engagement with stakeholders.

We will use Equality Impact Assessments to ensure that actions taken have a positive impact across all protected characteristics, that promoting equality is at the heart of school planning and that discrimination is effectively eliminated.

The Governing Body will conduct a review of the Plan and policy each year to ensure it is up to date.