



Caldicot School

Equality and Diversity Policy

February 2018

Ratified by Governing Body on 6th February 2018

1. Opening Statement

Caldicot 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, based upon our values of dignity, tolerance and respect, and recognises that everybody has different needs and requirements.

This policy is designed to outline the fundamental principles of the school's commitment to equality and diversity and it will be supported by specific equality action plans (for example, the Strategic Equality Plan).

Under the Equality Act 2010 and in line with the school's Strategic Equality Plan, the school will work towards:

- **eliminating** unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- **advancing** equality of opportunity between people who share a relevant protected characteristic and those who do not;
- **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 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. Under the Equality Act 2010 the protected characteristics are the grounds upon which discrimination is unlawful.

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.

This policy applies to governors, pupils, staff employed on a full time or part-time basis, and all permanent or temporary contracts, agency staff, casual workers and volunteers.

2. Definitions

Equal opportunities refers to the elimination of unlawful and unfair direct and indirect discrimination of particular groups and to the promotion of equal access, treatment and outcomes that take into account specific needs of individuals.

Diversity encompasses visible and non-visible individual differences that include, but is not limited to, differences protected by anti-discrimination legislation. Appreciating diversity is about valuing differences and recognising that everyone through their unique mixture of skills and experience has their own valuable contribution to make.

3. Legislative Background

Under Equality legislation it is unlawful to:

- Discriminate directly against anyone and treat him/her less favourably than others on the grounds of the protected characteristics of: age (unless this can be justified as a proportionate means of achieving a legitimate aim), disability (including discrimination arising from a disability and failure to make reasonable adjustments), gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief) and sexual orientation. This also includes discrimination by perception. (NB: Under the Equality Act 2010, discrimination by perception may not apply in the cases of marriage and civil partnership and pregnancy and maternity).
- Discriminate against someone for reasons relating to their association with a person on the grounds of the protected characteristics of age, disability, gender reassignment, race, religion or belief (including lack of belief), sex and sexual orientation.
- Discriminate indirectly against someone by applying a criterion, provision or practice which disadvantages people with a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, race, religion and belief (including lack of belief, sex and sexual orientation) unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.
- Subject someone to harassment for reasons relating to age, disability, gender reassignment, race, religion and belief (including lack of belief), sex and sexual orientation. This includes behaviour that an individual finds offensive on these grounds even if the behaviour is not directed at the individual.
- Victimise someone because s/he has made, or intends to make, a complaint or allegation or has given or intends to give evidence in relation to a complaint of discrimination in line with the Equality Act.

4. Aims

The aim of this policy is to ensure that, in carrying out its activities, Caldicot School will have due regard to:

- the 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.

5. Objectives

Caldicot School's strategic equality objectives are as follows and are outlined in its Strategic Equality Plan:

- **Objective 1 - Doing the basics**
To ensure appropriate monitoring and reporting that demonstrates improvement across the protected characteristics in key areas of focus to include attendance and behaviour.
- **Objective 2 - Educating and Guiding**
To ensure that the school community works together to educate young people in the promotion of the School values of honesty, tolerance, respect, self-discipline, self-esteem in order to promote good relations between people of diverse backgrounds.
- **Objective 3 - Celebrating and Commemorating**
To raise awareness of issues which pertain to equality and diversity through celebrating and commemorating key theme days and events.
- **Objective 4 - Making a Difference**
To work in partnership with the Local Authority on initiatives and projects that have a positive impact on people / groups of people with protected characteristics.
- **Objective 5: Keeping our Focus**
To ensure that the school's processes and practices continue to promote equality by removing barriers to participation for all members of the school community across the protected characteristics

6. Roles and Responsibilities

It is incumbent upon all members of the school community 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 Equality & Diversity Policy.
- To ensure that the school complies with legislation and that this policy and its related procedures and action plans are implemented.
- To elect a designated member of the governing body to have oversight of this policy and its implementation.

Role of Headteacher

- To provide leadership in the operation and implementation of the Equality and Diversity Policy for pupils and staff.
- To ensure all staff are aware of their responsibilities and are given 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.
- To ensure the school has a Strategic Equality Plan.

Role of Deputy Headteacher (Safeguarding & Wellbeing)

- To be the designated senior member of staff for the operation and management and co-ordination of all aspects of this policy.
- To devise and recommend policies, procedures and action plans to ensure that all legislative requirements are met and best practice adopted.
- To oversee the collection and review of data in relation to the protected characteristics and the Welsh language relating to pupils and staff.

- To advise on the provision of appropriate training and awareness-raising in relation to all equal opportunities and diversity matters.
- To ensure training for pupils, staff and governors on equality and diversity issues
- To ensure the Equality & Diversity policy is reviewed on a regular basis and advise the Governing Body of any matters with regard to the policy.

Role of Staff

- To support the aims of the school's Equality and Diversity policy.
- To encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- To undertake appropriate equality and diversity training.

Role of Pupils

- To support the aims of the Equality and Diversity 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.

7. Training

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's PSE programme.

8. Communication & Monitoring

This policy is available on the school's website at www.caldicotschool.com. It will also be available in printed form on request. Statistics will be gathered to monitor equality across the school's processes and will be used to inform future practice.

9. Confidentiality

Any information disclosed to the school in relation to equality and diversity issues will be kept strictly confidential in accordance with legislative requirements.

10. Good Practice for Dealing with Discriminatory Incidents/Breaches of Policy

Any discriminatory incidents /contraventions of the Equality and Diversity policy will be dealt with under the school's Bullying and Discriminatory Incidents Prevention Policy which is linked to the Disciplinary Policy for Staff and the Behaviour and Discipline Policy for Pupils.

11. Monitoring, Evaluation and Review

This policy will be reviewed regularly in light of new guidance or legislation.