



EQUALITY AND DIVERSITY POLICY

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Equality and Diversity Policy

1. Policy Statement

Bassaleg School believes that all people are of equal value, regardless of gender, colour, race, ethnic/racial/national origins, religious beliefs, sexual orientation, age, ability or disability, and that individual differences enrich society as a whole. (In this policy, this will be shortened to “race, gender or disability” for readability reasons only).

In order to prepare our pupils for the wider community and society, Bassaleg School aims to reflect diversity in a positive way, encouraging pupils to develop an understanding of the ways of other individuals and groups and respect for different ways of life and value systems.

The school will:

- Promote a positive, supportive ethos in which all pupils and staff feel that they are valued, their needs are met and they are able to achieve their full potential.
- Respect and value differences between people, promote good relations between different groups within the school and wider community and prepare all pupils for life in a diverse society.
- Ensure equality is an integral part of planning and decision making across all areas of the school.
- Work in partnership with parents and the wider community to tackle and eliminate all discrimination, making the school a place where everyone feels safe, welcome and valued.

2. Legal Requirements

Bassaleg School works within all the relevant legislation relating to equal opportunities:

- The Sex Discrimination Acts 1975 and 1986 make it unlawful in the employment field to discriminate directly or indirectly against any person on the grounds of sex or marital status.
- The Race Relations Act 1976 (amended in 2000) makes it unlawful in the employment field to discriminate directly or indirectly against any person on the grounds of race, colour, nationality, ethnicity or national origins.
- The Equal Pay Act 1970 (amended 1984) aims to remove discrimination between men and women in terms of pay and other conditions of their contract of employment.
- The Disability Discrimination Act 1995 (as amended in 2005) makes it unlawful to discriminate on the grounds of disability both in the field of employment and in the provision of access to goods and services. It also requires an employer to make a 'reasonable adjustment' to premises or employment arrangements, if these substantially disadvantage an employee or prospective employee, compared to a non-disabled person.

The School recognises that while much can be achieved through developing procedures to meet its legal and moral obligations, genuine Equal Opportunities in every workplace requires a commitment to the policy from everyone.

The school's policies, actions, procedures and values show that all staff and pupils are equally valued in a favourable learning and working environment in which all can fully and equally participate. Every individual should be encouraged to reach his/her potential.

3. Applying the Policy to Aspects of the School

3.1 Leadership and Management

3.1.1 The Governing Body will:

- a. Be responsible for framing this policy.
- b. Be responsible for implementing appropriate courses of action to enable the school to adhere to the policy.
- c. Appoint a designated governor to have responsibility for equalities issues.

3.1.2 The Headteacher will:

- a. Ensure that the Equality and Diversity Policy and its related procedures and strategies are implemented.
- b. Ensure that all staff are aware of their responsibilities under the policy and that they receive appropriate training and support within the school's programme of CPD.
- c. Take appropriate action in any cases of discrimination.

3.1.3 Teaching and Support Staff:

- a. All staff have a responsibility to comply with this policy and avoid any form of discrimination.
- b. All staff, through teaching and other relations with pupils, parents, colleagues and the wider community should promote equality and understanding of diversity.
- c. All staff are responsible for applying the policy appropriately to deal with any incident by identifying and challenging bias and stereotyping.
- d. Teaching staff are expected to encourage positive working relationships between all pupils, regardless of race, gender or disability and to ensure that pupils are included in all activities and have access to the curriculum.
- e. To ensure appropriate focus and a strategic approach, 'named persons' have been identified:
 - **Racist Incidents:** The Assistant Head, Pastoral Support and Guidance, ensures that all reported incidents are recorded on the Schools Information System and that Racist Incident Report forms are completed and sent on to the LEA.
 - **Equalities:** The Assistant Head, Finance and Environment, ensures that the school regularly reviews and evaluates all policies and practices in relation to Equality and Diversity, leading to the setting of targets which address aspects of inequality or disadvantage in all of the school's activities. This includes a commitment to making progress towards the targets outlined in the "Learning for All" document in all aspects of school life and the curriculum.

4. Guidelines for the implementation of our Equality and Diversity Policy

These will be considered in four areas:

4.1 The Curriculum

Bassaleg School actively encourages an ethos in which all pupils feel secure and valued. Please refer to the Child Protection Policy, the Positive Behaviour Policy and the Anti Bullying Policy.

- a. Every pupil has an equal entitlement to the National Curriculum and, subject to any entry requirements, to all other areas of the curriculum, regardless of academic ability, race, gender or disability. Matters concerning pupils with

additional educational needs are covered by the Additional Educational Needs Policy.

- b. Pupils with disability are given access to as broad a curriculum as the site and resources allow. This will be achieved through the School's Accessibility Plan.
- c. Staff will actively encourage breaking down any traditional sexual stereotyping regarding subject choices. This is particularly important when counselling for courses at Key Stage 4 and 5.
- d. Career guidance should seek to alleviate peer group/parental pressure in stereotyping career and options choices.
- e. Work experience placement procedures support pupils who choose non-stereotypical placements.
- f. Bassaleg School will work closely with Careers Wales to ensure that any careers advice or Work Experience placements provided by outside agencies aim to ensure equal opportunities.
- g. All forms of individual and subject guidance, amenities and facilities, including extra curricular activities, should be equally available to pupils of both sexes.
- h. Behavioural expectations and disciplinary sanctions should be free of any gender, race or culture bias.
- i. Teachers should assess all materials and resources used for teaching and to take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to eliminate prejudice, racism and discrimination. Teachers should ensure that all students feel their languages and cultures are both acknowledged and valued.
- j. Where appropriate, resources and displays should include men and women of different cultures, origins and abilities. These are systematically reviewed and upgraded to ensure all individual needs are met and we use a variety of resources to challenge stereotypes across the curriculum.

4.2 Attainment and Assessment

- a. Our aim is to ensure that all pupils achieve their full potential.
- b. We monitor individual pupils' progress for signs of underachievement and opportunity to commend.
- c. We use monitoring to identify any differences between the performances of minority groups. These will be addressed through planned and targeted support.
- d. We take care to ensure that minority groups and those for whom English is an additional language are not disadvantaged through cultural and linguistic bias or lack of support in assessments.
- e. Where required, advice will be sought from NCC Advisers and GEMS.
- f. Reference should be made to the Inclusion Policy and Accessibility Policy.

4.3 The Management and Organisation of Pupils

- a. The decision to group or set according to ability or to employ a mixed ability teaching strategy is the responsibility of the relevant subject leader and is monitored by SLT.
- b. The rationale and procedures used for setting should be visible and transparent. Clear routes of progression need to be defined.
- c. In accordance with all good teaching styles, subjects that choose to have mixed ability groups must exercise very considerable care in devising tasks and activities, the nature, features and requirements of which will enable them to be accessible to pupils from across the ability range concerned.
- d. Effective differentiation must be a positive feature of subject Schemes of Work.

Subjects areas are expected to regularly review teaching strategies and Schemes of Work to ensure equality and diversity, subject to available resources.

Bassaleg School and subject areas will ensure:

- a. Time is allocated fairly in class to all individuals.
- b. Rewards, sanctions and expectations are not related to race, gender or disability.
- c. Examination results are monitored for gender, race and disability differences.
- d. Male and female teachers are seen to take on similar caring and disciplinary roles.
- e. Provision is made for pupils whose parents request that they opt out of collective worship and sex education.
- f. Matters concerning bullying are covered by the Anti-Bullying Policy and other related documents.
- g. Matters concerning behaviour/discipline are covered by the Positive Behaviour Policy.
- h. Exclusions are monitored for gender, race and disability.
- i. Pupils will not be stereotyped when being chosen to help with jobs around the school.
- j. Sexist, sexual, religious and racial comments will not be tolerated. Staff will follow procedures set out in the Prevention of Harassment Policy.

4.4 The Recruitment and Development of Staff

Recruitment, appraisal and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly. In accordance with the spirit of this policy statement, employees are given an equal opportunity to progress within the organisation.

The aim of the governing body's policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, gender, marital status, sexual orientation, race, religion, colour or ethnic or national origins, or is disadvantaged by conditions or requirements which cannot be shown to be justified. This policy also applies to disabled people within the medically advised limits of their disability. Personnel policies and procedures are kept under review to ensure that individuals are selected, promoted and treated in their general employment on the basis of their relative merits and abilities.

- Subject provision of equal opportunities will be considered and evaluated as part of the regular departmental review process.
- All staff will be encouraged to apply for management posts for which they are qualified, regardless of race, gender or disability.
- As far as possible the Governing Body of the school will contain sufficient diversity to enable it to reflect and promote the Equality and Diversity Policy of the school.
- Staff will be made aware of Equal Opportunity issues and support through training.

Links: Reference should be made to the Inclusion Policy and the Newport City Council employment regulations.

5. The Community

Communication and involvement with parents and carers will be designed to be inclusive and accessible to all. We endeavour to draw on the expertise, skills and knowledge of people from a range of racial, ethnic and faith backgrounds, in the local and wider community, to develop positive attitudes to cultural diversity and to challenge racism.

All parents are encouraged to participate in the life of the school. Where requested, translation and interpretation will be used to communicate and consult with parents who are not proficient in English.

Bassaleg School recognises the varied number of partnerships we have with community groups, visitors, contractors and service providers. Each of these groups are expected to maintain a conduct that is consistent with our policy of Equality and Diversity.

As a school we will ensure that:

- a. The school's Equality and Diversity Policy and commitment to Equal Opportunities will be published on the Bassaleg website and be available to visitors on request.
- b. All external companies linked to the school are aware of our Equal Opportunities Policy and are invited to participate in a way that reflects this.
- c. Industry links are encouraged to affirm Equal Opportunities in the workplace.
- d. Work Experience will reinforce the work done in Careers lessons with the opportunity to experience non traditional jobs.
- e. All school events will reflect the way in which Equal Opportunities are practised within the school.
- f. School communications will be non-racist and non-sexist.
- g. Help will be given, wherever possible, to those parents for whom spoken English is a second language.
- h. Reasonable adjustments to the learning environment will be addressed through the Bassaleg Accessibility Plan.

Links: Reference should be made to the 'Accessibility Plan'

6. Specific features of Equality and Diversity at Bassaleg School

This section incorporates all aspects that relate to Equality and Diversity at the school:

- Gender
- Sexuality
- Ability and Disability
- Multicultural Education including religion and Racial Harmony (Including Harassment)

6.1 Gender

Bassaleg School is committed to empowering all members of the school community to contribute to, and benefit from, the curriculum and the environment equally, according to their own individual needs and experiences, regardless of gender. We aim to:

- a. Combat discrimination which exists as a consequence of gender difference at all levels of the school community.
- b. Create positive attitudes and perceptions of gender differences and celebrate their importance.
- c. Encourage mutual respect for the needs and experiences of the opposite sex amongst all members of the school community.
- d. Address any specific implications of the gender imbalance that exists within the pupil population.

6.2 Sexuality

Bassaleg School is committed to valuing all members of the school community equally, regardless of sexual orientation. We aim to:

- a. Increase self-esteem and eliminate fears and anxieties about personal, sexual and emotional changes; to help young people come to terms with their sexuality.
- b. Encourage mutual tolerance amongst staff and students regardless of sexual orientation. Counter prejudice and ignorance concerning gender preference at every level of the school community.
- c. Help young people to develop insight into their relationships with members of both sexes.

- d. Help all members of the school community understand and recognise their obligations and responsibilities to others and to be aware that they are responsible for the effects of their behaviour on others.

6.3 Ability & Disability

Bassaleg School believes that people can be disabled by their environment. Our Disability Equality Scheme recognises the diversity of abilities of all school members and our community. Our aim is to create an environment where all members can flourish and achieve their potential. We aim to:

- a. Continually review and develop our 'Action Plan' for Disability to create an environment which promotes and supports personal development.
- b. Create an environment which enables staff and students to perform to the best of their abilities.
- c. Capitalise on the benefits of integration towards a more tolerant and caring society.
- d. Ensure equal access for all members of the school community of all abilities and disabilities.
- e. Promote greater understanding and tolerance of students with learning difficulties.

Links: Reference should be made to the 'Disability Equality Scheme & Action Plan' and the More Able and Talented Policy.

6.4 Multicultural Education and Racial Harmony

Bassaleg School recognises that members of the school community are living in an ever changing multi-cultural and multi-racial society where they are subjected to a number of varying and historical attitudes towards minority groups. This Policy Statement is designed to reflect our commitment to valuing all people equally, regardless of race or religion.

We aim to:

- a. Recognise, reiterate and celebrate the multi-racial character of Bassaleg School and the positive nature of cultural diversity.
- b. Combat racism and discriminatory practice at every level of the school community.
- c. Ensure that the curriculum reflects the multi-ethnic nature of society through subjects monitoring their teaching/display materials and avoiding.
- d. Provide appropriate support for those students whose mother tongue is not English when requested.
- e. Teach all students to understand and respect the beliefs and practices of all the major world faiths.
- f. Support students in understanding their own religious experience and to be aware of the different expectations put on students by their religions.
- g. Take every care to ensure the specific needs of all ethnic and religious groups are addressed in school by celebrating diversity, catering for the dietary and dress requirements of different religious groups and allowing pupils to observe various religious commemorations and festivals.

Links: Reference should be made to the School Prevention of Harassment Policy, which includes racial harassment and guidance for staff, and the ESDGC policy.

7. Advice and Support

The school will seek advice and support from LEA Advisers and GEMS where necessary to ensure that Policies are designed to meet the needs of the school, Equality and Diversity targets are appropriate and that all staff receive training, advice and support.