

KING HENRY VIII SCHOOL

Ysgol Brenin Harri'r VIII



UT PROSIM

Strategic Equality Policy 2020 – 2024

*Approved by the Governing Body
On*

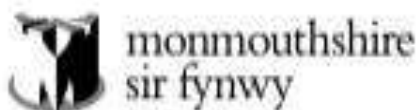
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“King Henry VIII School Community will work together to create an inclusive, safe and happy learning environment in which all are challenged and supported to achieve their potential. Everyone is committed to learning today for a fulfilling life tomorrow.”



Commitment

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

Under the **Equality Act 2010** the school will work towards:

1. **eliminating** unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
2. **advancing** equality of opportunity between people who share a relevant protected characteristic and those who do not;
3. **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 Act 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.
- the school also respects the rights of Welsh speakers and learners (staff, students, and parents) to use the language as covered by the Welsh Language Measure 2011

Who is protected by this policy.

This policy protects the following people:

- school governors,
- students,
- staff employed on a full time or part-time basis,
- all permanent or temporary contracts,
- agency staff
- casual workers.

1. Aims

- The aim of this policy is to ensure that in carrying out its activities the School will have due regard to 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 school
- To develop and promote a culture of dignity, courtesy and respect.
- To respect the human rights of all our students and staff.
- To work to prevent all forms of unlawful discrimination and tackle barriers which could lead to unequal outcomes for identified groups of students 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.

2. Roles and Responsibilities:

All members of the school community are expected 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 Strategic Equality Policy.

- To ensure that the school complies with the Equality Act 2010 and that this policy and its related procedures and action plans are implemented.
- A designated member of the governing body has oversight of this policy and its implementation.

Role of Headteacher

- To provide leadership in the operation and implementation of the Strategic Equality Policy for students and staff.
- To ensure all staff are aware of their responsibilities under the equality Act 2010 and are given the 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.

Role of Head teacher or nominated member of Senior Leadership Team

- To be the designated senior member of staff for the operation, management and coordination of all aspects of this policy and will be supported by the governing body in doing so.
- To devise and recommend policies, procedures and action plans to ensure that all legislative requirements are met and best practice adopted.
- To collect and review data in relation to the protected characteristics and the Welsh Language relating to students and staff.
- To review policies and procedures in relation to compliance with the Equality Act 2010 and to make changes as appropriate.
- To advise on the provision of appropriate equality training and awareness-raising in relation to all equal opportunities and diversity matters.
- To ensure that all appointment panels are aware of this policy and give due regard when it comes to employment or training opportunities.

- To ensure appropriate training for students, staff and governors on the Equality Act 2010 and any relevant equality and diversity issues
- To review the Strategic Equality Policy annually and advise the Governing Body of any matters with regard to the policy.

Role of school staff

- To support the aims of the schools' Strategic Equality Policy.
- To encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- All staff will ensure that students are treated fairly and with dignity and respect
- To undertake appropriate equality and diversity training

Role of Students

- To support the aims of the Strategic Equality 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.
- To adopt the same principles when they are outside of school

Role of parents/carers

- To support the aims of the Strategic Equality Policy
- To support the school in the promotion of the principles of dignity, courtesy and respect
- To encourage children and young people to promote the above principles outside of school.

3. Training

Equality Act 2010 and 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 students in order to raise awareness of equality and diversity and the contents of this policy through the school PSE programme.

4. Communication of this policy

This policy is available on the school's website. It will also be available in printed form from the school reception.

5. Confidentiality

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

6. Good practice for dealing with discriminatory incidents

Any discriminatory incidents will follow the schools Positive Behaviour Policy or Bullying Prevention Policy or School Disciplinary policy for staff (whichever is appropriate). All incidents will be acknowledged, investigated and appropriate action taken. The school has a **zero tolerance** approach to all types of discriminatory behaviour and bullying.

7. Monitoring and evaluation.

This policy will be monitored annually by the Head teacher or nominated member of Senior Leadership Team. Statistics will be gathered to monitor equality across all aspects of the school's processes and will be used to inform future practice as a part of the schools self - evaluation process. The school will also take into account evidence from Estyn Inspection findings and independent reviews.

8. Review

The Governing Body, in consultation with the Head teacher, the students, staff and parents/carers, will review this policy annually in order to ensure the delivery of the action plan (Appendix 1).

9. Strategic Objectives

The following are the schools strategic objectives which were decided in consultation with staff, students, Governors and parents.

Signed Headteacher

Signed..... Chair of Governors

Date.....

Example school Equality Delivery Plan

Objective								
To reduce the number of discriminatory incidents of bullying by 10% over the next four years								
Key action/s	Responsible officer(s)	Baseline	Target	Impact on Protected Characteristics				
Use pastoral and curriculum time to raise the profile of:- <ul style="list-style-type: none"> - Body image and self-esteem; - The importance of a healthy lifestyle; - Responsible use of social media; - Anti-bullying and the impact of online bullying; - Positive relationships, in order to raise attendance of key groups.	AHT WB & E, WBQ Lead and PSE Lead.		<ul style="list-style-type: none"> ✓ Improve attendance data of our vulnerable students. ✓ Reduce referrals to interventions both in-house and outside agencies. ✓ Reduce exclusions. 	S	✓	SO	✓	
				A	✓	GR	✓	
				D	✓	M & CP	✓	
				R	✓	P & M	✓	
				R&B	✓			
Engage MYS to develop an LGBTQ+ group which will: <ul style="list-style-type: none"> - Develop termly LGBTQ+ activities - Raise the profile of LGBT+ across the school community. 	AHT WB WBLs		<ul style="list-style-type: none"> ✓ Publishing of SRE policy. ✓ Develop a calendar of LGBT+ activities. 	S	✓	SO	✓	
				A	✓	GR	✓	
				R	✓	M & CP	✓	
				R&B	✓	P & M	✓	
Rewrite anti-bullying policy and relaunch PALS and anti-bullying strategies. Complete an audit of whole school anti-bullying plans and strategies.	AHT WB&E time.		<ul style="list-style-type: none"> ✓ Anti-bullying policy and practice update published. ✓ Complete a whole school audit to inform future practice. 	S	✓	SO	✓	
				A	✓	GR	✓	
				D	✓	M & CP	✓	
				R	✓	P & M	✓	
				R&B	✓			

