





*Respect – Commitment – Success*  
*Parch – Ymrywmiaid – Llwyddiant*

# EQUALITY POLICY

## Document Version Control

<b>Document</b>	<i>Equality Policy</i>
<b>Reference</b>	<i>2021SP/Equality Policy</i>
<b>Associated Policies and Documents</b>	<ul style="list-style-type: none"> <li>• <i>The Equality Act 2010 (Chapter 9 Equal Opportunities and school governors)</i></li> <li>• <i>Planning to Increase Access to Schools for Disabled Pupils – Circular 15/2004</i></li> <li>• <i>Guidance on Promoting Disability Equality in Schools – Welsh Government, December 2007</i></li> <li>• <i>Inclusion and Pupil Support – Circular 47/2006 (paras 2.8 to 2.12)</i></li> </ul>
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<b>Reviewer</b>	<i>Andrew Williams (Headteacher)</i>
<b>Consultation</b>	<i>Resources Committee of the Governing Body</i>
<b>Approval</b>	<i>Full Governing Body</i>
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<b>Chair of Governors</b>	
<b>Headteacher</b>	

## Equality Impact Assessment

<b>Name of Policy or Procedure</b>	Equality Policy
<b>Date of review/approval</b>	September 2022
<b>Those involved in the assessment</b>	Jen Howlett/Andrew Williams
<b>Protected characteristics unlikely to be impacted by the policy/procedure and reasons for drawing these conclusions (by reference to each characteristic or group of characteristics)</b>	The policy sets out the school's aims and objectives for complying with its duties under the Equality Act 2010 to promote equality for people with protected characteristics under the Act and to embed fairness and equality in all that the school does. The tasks to be undertaken to achieve this are set out in the school's annual strategic equality plan.
<b>Protected characteristics which could be impacted by the policy/procedure i.e. there is the potential for having a negative differential impact – reasons for drawing these conclusions by reference to each characteristic</b>	The policy statement is intended to have a beneficial not a negative impact, on all those within the school community with protected characteristics – those characteristics being <ul style="list-style-type: none"> <li>• Race</li> <li>• Disability</li> <li>• Gender/sex</li> <li>• Sexual orientation</li> <li>• Religion/belief</li> <li>• Age</li> <li>• Gender reassignment</li> <li>• Pregnancy/maternity</li> <li>• Marital status</li> </ul>
<b>How the policy as reviewed/approved takes account of each characteristic for which there could be a negative differential impact – by reference to each of those characteristics</b>	The policy statement sets out the high level aims and objectives; and identifies those within the school responsible for implementing the policy statement through overall conduct of the school and specifically through the annual plan. There is a particular reference to the guidance which the school will follow in its dealings with transgender individuals. In drawing up the annual strategic equality policy plan a check is made against each of the protected characteristics to ensure consideration is given to potential action in relation to groups with each of those characteristics
<b>Recommended changes to mitigate against potential negative differential impacts</b>	None.

**The commentary highlighted in red above has been replicated in the policy to assist the reader in locating the commentary.**

## **Introduction**

Radyr Comprehensive School is committed to an Equality Policy that promotes equality of opportunity, in line with our core values of Respect, Commitment and Success. We aim to foster positive attitudes to counter any anti-social behaviour which works, intentionally or unintentionally, against prospective, current or former employees, prospective, current and former students, services users and those with protected characteristics.

Protected characteristics are defined under the Equality Act 2010 as disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marital status and age (applies to over 18 years). We will eliminate discriminatory practices and customs which may threaten equality of opportunity. We will monitor our curriculum and pastoral role in order to broaden the perspectives of all students by helping them to understand the world in which they live.

The overall objective of this Equality Policy is to provide a framework for the school to pursue its equality duties to eliminate unlawful direct or indirect discrimination, victimisation or harassment and promote equality of opportunity and encourage good relationships between people from all backgrounds and protected characteristics. The principles of this policy therefore apply to all members of the School community.

The legal and local framework for this Equality Policy is as follows:

- Equality Act 2010 and Codes of Practice;
- Education Act 1996 and 2002;
- Children Act 2004;
- The School's Mission Statement.

## **Principles**

Our policy is under-pinned by the following principles:

- The school is committed to providing equal opportunities;
- All members of the school community, including students, parents/carers, employees, governors and visitors are entitled to be treated with dignity and respect, regardless of protected characteristics.

Here at Radyr Comprehensive School, we aim to:

- eliminate unlawful discrimination, harassment or victimisation on the grounds of protected characteristics defined in the Equality Act;
- educate students and all members of the school community to understand others and value diversity in an inclusive and secure environment, preparing them for life in a diverse society;

- actively respond to reduce any actual, potential or claimed discrimination and disadvantage;
- put in place reasonable adjustments for disabled employees, students and other members of the school community;
- recognise people with protected characteristics and behave sensitively to their social needs.

## **Aims**

This policy aims to:

- Define protected characteristics and unlawful discrimination;
- Outline the school's commitment to equality;
- Summarise the roles and responsibilities of different people within the school community with regards to equality.

## **How the school will ensure equality for protected acts and characteristics**

The school is committed to comply fully with the Equality Act 2010 and codes of practice in all areas of the school's activities and services as an employer and service provider.

## **Unlawful discrimination**

Unlawful discrimination can take the following forms: direct, indirect, by association, by perception or because of pregnancy and maternity. It occurs when you treat someone less favourably than you treat (or would treat) another person because of a protected characteristic or as a result of them making a claim under the Equality Act 2010.

At Radyr Comprehensive School, we are committed to the following:

- opposing all forms of discrimination;
- supporting members of the school community who may want to make a claim against the school under the Equality Act 2010 by supplying information requested which is relevant to support their claim.

## **Harassment and victimization**

The school is committed to the following:

- opposing all forms of harassment and victimisation to any member of the school community;
- acting on reports of harassment and victimisation by following the school's policies and procedures;

- providing support to victims of harassment and victimisation by following the school's policies and procedures.

## **Commitment to Equality**

Radyr Comprehensive School's commitment to equality includes:

- ensuring school policies and procedures promote equality for all;
- providing support for those with protected characteristics through the pastoral care offered to students and staff;
- opposing all forms of harassment and prejudice and being pro-active in tackling and eliminating discrimination;
- promoting good relations between people from different groups within the school and the wider school community;
- ensuring equality in staff recruitment and development, regardless of protected characteristics;
- recognising the needs of different cultural backgrounds and responding to their needs accordingly;
- promoting equality of opportunity between disabled persons and other persons and actively encouraging participation by disabled people;
- promoting equality of opportunity between both male and female employees and students;
- welcoming prospective, current and former students and employees and current parents/carers with disabilities into the school community;
- taking into account differences by making reasonable adjustments for disabled people in the groups named above;
- promoting mutual respect and good relations between males and females;
- the elimination of sex discrimination and sexual harassment, whether physical or verbal;
- ensuring equality in staff recruitment and development, regardless of gender and sexual identity, with full respect for legal rights relating to pregnancy and maternity.

## **Responsibilities**

It is the responsibility of the school's Governing Body to ensure that:

- the school complies with all relevant equality legislation;
- this policy and related policies, strategies and procedures are implemented and carried out, reviewed regularly;
- it is involved in addressing any serious breaches of this policy.

It is the responsibility of the Headteacher to:

- work with the Governing Body to ensure that all relevant policies, strategies and procedures are implemented and carried out and reviewed regularly;

- ensure that staff at the school are aware of the school's aims as set out in this policy and their responsibilities to act in accordance with this policy;
- deal with any reported incidents of discrimination or harassment and delegate responsibility where appropriate to enable investigations to be carried out.

It is the responsibility of all employees at the School to:

- be vigilant in all areas of the school for any type of discrimination or harassment and deal with any prejudice-related incidents that may occur in an appropriate manner;
- promote an inclusive learning environment both in and outside of the classroom;
- support children within their class for whom English is an additional language;
- partake in relevant training to keep up to date with equality legislation and issues.

## **Complaints**

Any person who believes that this policy has been breached by the School should make a complaint in accordance with the School's Complaints Policy. Students who believe that they are a victim of discrimination or harassment should talk to a member of their relevant key stage pastoral team.

Any breach of this Equality Policy will be treated seriously. Every complaint will be investigated and investigations will be carried out independently and objectively.

Complaints will be resolved in accordance with the procedures and timescales set out in the School's Complaints Policy.