

Radyr Comprehensive School

Ysgol Gyfun Radur

Respect ♦ Commitment ♦ Success

Equality Policy

REVIEWED: July 2026
NEXT REVIEW: July 2030

SIGNED:



Dr D S (Chair of Governors)



Mr O Wood (Acting Headteacher)

DATE: 6.7.26



Equality Impact Assessment

Name of Policy or Procedure	Equality Policy
Date of review/approval	June 2026
Those involved in the assessment	Jen Jones
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)	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.
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	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 • Race • Disability • Gender/sex • Sexual orientation • Religion/belief • Age • Gender reassignment • Pregnancy/maternity • Marital status
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	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

Introduction

Radyr Comprehensive School is committed to an Equality Policy that promotes equality of opportunity, **to explicitly align with Equality Act 2010 duties and Welsh Public Sector Equality Duty**. 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. **This includes actively promoting inclusion, diversity and equity across all aspects of school life.**

Protected characteristics are defined under the Equality Act 2010 as disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, **marriage and civil partnership** 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. **We will also monitor outcomes through the Strategic Equality Plan and use data to inform improvement.**

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. **This aligns with the three aims of the Public Sector Equality Duty.**

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;
- **Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011;**
- **The School's Strategic Equality Plan.**

Principles

Our policy is under-pinned by the following principles:

- The school is committed to providing equal opportunities;
- **All members of the school community are entitled to be treated with dignity and respect, regardless of protected characteristics.**
- **The school actively promotes diversity, equity and inclusion in all areas of its work.**

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.
- actively respond to reduce discrimination;
- put in place reasonable adjustments for disabled individuals;
- recognise people with protected characteristics and behave sensitively;
- monitor progress through measurable equality objectives within the Strategic Equality Plan.

Aims

This policy aims to:

- Define protected characteristics and unlawful discrimination;
- Outline the school's commitment to equality;
- Summarise roles and responsibilities;
- Ensure compliance with Public Sector Equality Duty requirements.

How the school will ensure equality

The school is committed to comply fully with the Equality Act 2010 in all areas of its activities. This includes meeting the requirements of the Strategic Equality Plan.

Commitment to Equality

Radyr Comprehensive School's commitment to equality includes:

- ensuring policies promote equality;
- opposing harassment and prejudice;
- promoting good relations;
- ensuring fair recruitment;
- regular monitoring, reporting and review through the Strategic Equality Plan.

Responsibilities

Governing Body:

- ensure compliance with equality legislation;
- monitor Strategic Equality Plan progress.

Headteacher:

- ensure policy implementation;
- ensure equality objectives are met.

Staff:

- promote inclusive practice;



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- challenge discrimination;
 - engage in equality-focused training.

Complaints

Complaints should follow the school complaints policy.

All complaints will be investigated fairly, objectively and within agreed timescales.