

# St Paul's Church in Wales Primary School



*A family of learners who believe, belong and succeed together.*

*Teulu o ddysgwyr sy'n credu, yn perthyn ac yn llwyddo gyda'i gilydd.*

## Equalities Policy

## Polisi Cydraddoldeb

**Staff Responsible: Katie Toozer and Ruth Wiltshire**

**Agreed: December 2022**

**Review Date: December 2023**



## **Our Vision**

At St Paul's C/W Primary school we will promote an inclusive, diverse and supportive environment where teachers, parents and members of the community positively impact on children's learning.

At St Paul's C/W Primary School we will provide a safe opportunity for all staff and children to experience learning that impacts on their local community and global communities around the world.

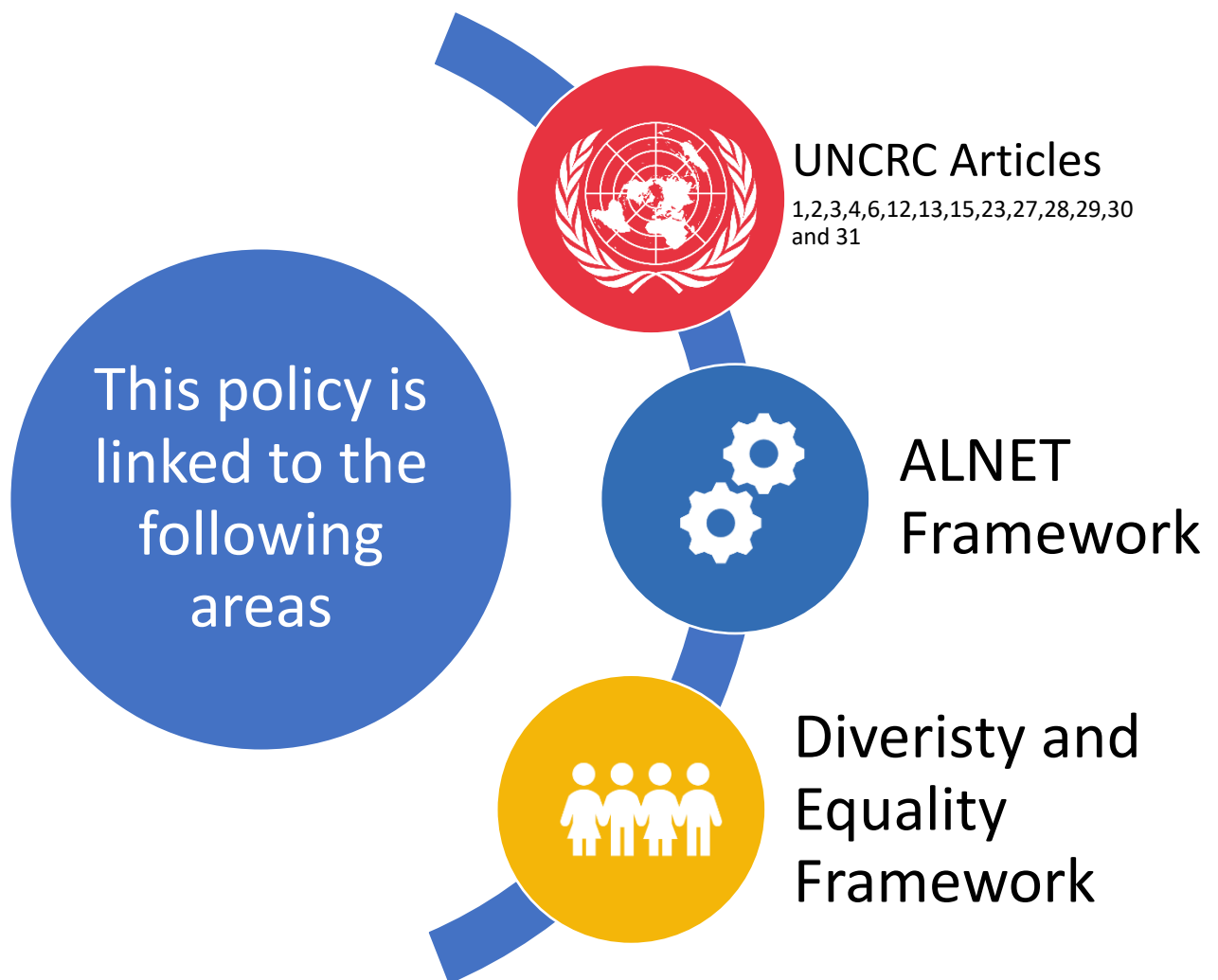
We will nurture a creative learning community at St Paul's Church in Wales Primary school that allows staff and children to reach and expand their potential.

## **How Will We Achieve This?**

To achieve this all staff and governors will:

- Nurture respect and promote good behaviour for others;
- Involve the wide community in the learning environment; and
- Promote excellent communications and relationships between school and home.







In St Paul's Church School we aim to create, within a Christian setting, a safe, secure and fun learning environment where each and every child feels happy and enjoys their learning and every adult feels like a valuable member of the team.

We strive to create an atmosphere where the highest standards are set for both learning and teaching and where all succeed to the best of their ability.

We ensure all children's well-being is a priority and every individual is valued as a member of our school/church family.

We strive to foster and develop good communication links within the school and its wider community.

This policy should be read in conjunction with the Learning and Teaching Policy, Safeguarding Policy, ALN Policy and Curriculum Policy.

#### School Context

Our school is a small, primary school just outside the centre of the city of Cardiff. The school is in a communities first area. There are 221 pupils and 29 staff. 51% of our pupils are boys and 49% are girls. 32% are eligible for free school meals and 9% are on the SEN register. We are in the process of gathering information about disabled pupils within our school who are not on the SEN register and information about disabled parents and carers of pupils in the school. Our 'broad brush' figures currently indicate 0% of disabled pupils (not on the SEN register.)

Pupils are from a range of ethnic backgrounds:

African Asian	1
Arab	2
Bangladeshi	15
Black and any other ethnic group	4
Chinese + any other ethnic group	2
Greek/Greek Cypriot	1
Hong Kong Chinese	1
Indian	12
Information Refused	2
Iraqi	1
Malaysian Chinese	1
Nigerian	2
Other Asian	1
Other Black	3
Other Black African	6
Other Chinese	2
Other Ethnic Group	2
Other Pakistani	37
Other Roma	1
Other White	1
Other mixed background	2
Polish	5
Somali	2
Sudanese	4
Turkish/Turkish Cypriot	3
Vietnamese	2
White - British	73
White European Other	5
White and Asian	6



White and Black African	6
White and Black Caribbean	12
White and Chinese	2
White and any other ethnic group	1
Yemeni	1
Total	221

40% of pupils are Christian, 33.0% are Muslim and 13% are other religions, 14% are no religion

53% of pupils are operating at a competent level of English.

94% of teaching and non-teaching staff are English-speaking White British, 3% are Black African and 3% are Pakistani

90% of the staff are female and 10% are male.

#### Aims

Promote good relationships amongst pupils, staff, parents and the wider community which respects and values diversity regardless of gender, ethnicity, language, religion, disability, age, sexual orientation or gender reassignment.

Promote equality of opportunity for all.



Eliminate unlawful discrimination and harassment on the grounds of gender, ethnicity, language, religion, disability, age, sexual orientation or gender reassignment.

#### Procedure

The Governing Body has responsibility for;

Making sure the school complies with Equality legislation.

Making sure the Equality Policy and its procedures are followed.

Making sure that the school has a current and valid Accessibility Plan

The Headteacher has responsible for:

Making sure the Equality Policy and Accessibility Plan is readily available, along with related policies, e.g. 'Guidance on Responding to, and Dealing with, Racist Incidents' 'Anti Bullying Policy', 'Harassment Policy' etc, and that governors, staff, pupils, parents and guardians know about it.

Making sure the policy and its procedures are followed.

Producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary.

Making sure all staff know their responsibilities and receive training and support in carrying these out.

Taking appropriate action in cases of harassment and discrimination

The Equalities Manager is responsible for;

updating and implementing the Equalities policy and Action Plan, and Accessibility Plan

#### Scope

This policy applies to all staff, pupils, parents, service users and visitors to the school, in line with the Equality Legislation detailed in appendix 1 of this policy.

#### Equality Summary Statement

The school is committed to working towards Equality regardless of Race, Age, Gender, Religion, Disability, Sexual Orientation or Gender Reassignment and to the creation of an inclusive culture in which every individual, regardless of ability and background, is enabled to participate and is valued as a member of the school community. We therefore promote positive approaches to difference and foster respect for people of all cultural backgrounds.

Stereotyped ways of thinking are the result of ignorance and may result in low self-esteem and limited aspirations. The school values and encourages involvement of people from all sections of the local community, and through this involvement aims to provide positive images, which challenge stereotyped thinking.

The school is opposed to all forms of prejudice and discrimination based on Race, Age, Gender, Religion, Disability, Sexual Orientation or Gender Reassignment. Language or behaviour, which is racist, homophobic, or potentially damaging to any group will not be tolerated and will be challenged. The school takes its responsibility to monitor and report on racist and homophobic incidents each term seriously and uses this information to plan strategies to combat incidents motivated by hate. We share this information with the Local Authority to help shape actions to combat hate crime across the City.

We recognise and celebrate the fact that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are prepared to live in such a society.

#### Responsibilities

The Governing Body is responsible for:

Making sure the school complies with Equality legislation.



Making sure the Equality Policy and Action Plan and its procedures are followed.

Making sure that the school has a current and valid Accessibility Plan

The Headteacher is responsible for:

Making sure the Equality Policy and Accessibility Plan is readily available, along with related policies, e.g. 'Guidance on Responding to, and Dealing with, Racist Incidents' 'Anti Bullying Policy', 'Harassment Policy' etc, and that governors, staff, pupils, parents and guardians know about it.

Making sure the policy and its procedures are followed.

Producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary.

Making sure all staff know their responsibilities and receive training and support in carrying these out.

Taking appropriate action in cases of harassment and discrimination

The Equalities Manager is responsible for updating and implementing the Equalities policy and Action Plan, and Accessibility Plan.

All staff are responsible for:

Dealing with incidents of inequality, harassment and bullying

Being able to recognise and tackle bias and stereotyping

Promoting Equality and good relations between all groups

Keeping up to date with the law on discrimination, and taking up training opportunities

Communicating and Reporting

The full Equality Policy is:

Available in the Policies Folder within the Teachers work room on request

Published on the school's website

Brought to the attention of all non-LA contractors or service providers

Brought to attention of parents and is available on request for parents, visitors and members of the wider community

Monitoring and Review

The implementation of the action plan is to be monitored the Equalities Manager will review the success of the policy in December 20.

The policy will be updated every three years in line with the Race Equality, Disability and Equality legislation.

This Policy was approved by the full Governing Body in February 2021.

It will be reviewed in the Spring Term of 2022.

Headteacher:

Date:

Chair of Governing Body:

Date: