

# Equal Opportunities Policy

Review: July 2027



Every child. Every chance. Every day.

## Definitions

Act	the Equality Act 2010
County	Flintshire County Council, or its committees, the Education and Youth department, other relevant departments or individual officers according to natural context of the text
Curriculum	the Curriculum for Wales, see <a href="https://gov.wales/curriculum">Curriculum for Wales - Hwb (gov.wales)</a>
Family, Families	adults with parental responsibility for pupils at Ysgol Pen Coch
Governor, Governors	a member or members of the governing body of Ysgol Pen Coch, or the governing body corporately where in context that is the natural meaning to be inferred
Head	the head teacher of Ysgol Pen Coch
Policy	the Equal Opportunities Policy of Ysgol Pen Coch
Pupil, Pupils	a pupil or pupils at Ysgol Pen Coch
School	Ysgol Pen Coch
Staff	a person or people employed to work at Ysgol Pen Coch, full time or part time, temporary or permanent, agency or contract

## 1. Aims

The School welcomes a diverse population of both Pupils and Staff, and serves an equally diverse area. It is essential that the elimination of unlawful discrimination, harassment and victimisation, the advancement of equality of opportunity and fostering good relations through tackling prejudice and promoting understanding be at the core of all the School's activities. The School recognises both the link and difference between equality and equity and will not unfairly discriminate in the treatment of Pupils or their Families on the basis of any factor which is not relevant to learning and progression, nor in the recruitment or treatment of Staff or Governors.

In fulfilling the legal obligations cited above the School will be guided by its five core values or trust, respect, compassion, kindness and Teamwork.

## 2. The Equality Act 2010

The Policy applies specifically to discrimination and equality of opportunity in respect of the protected characteristics as identified in the Act:

- age,
- race, colour, nationality, ethnic or national origin,
- disability,
- religion or belief,
- sex,
- sexual orientation,
- gender reassignment,

- being in a marriage or in a civil partnership, or
- being pregnant or on maternity leave.

The School recognises that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

### **3. Statement of Intent**

The School is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

- communicating its commitment to equality and diversity to all members of the School community,
- communicating where responsibility lies for equality issues,
- providing training for decision-makers and briefings for Staff
- maintaining mechanisms for implementation, monitoring, evaluation and review,
- taking action to redress any under-representation of particular groups in the workforce,
- treating acts of discrimination as a disciplinary offence, and
- consulting with County, trade unions and relevant interested groups and individuals, internal and external, on legal duties and sector good practice.

### **4. Admissions**

Admissions to the School are controlled by County, which operates under the same legal responsibilities with regard to equality and diversity as does the School.

### **5. Curriculum and Pedagogy**

The School follows the Curriculum (Curriculum for Wales - Hwb (gov.wales) and is committed to securing for all Pupils their entitlements flowing from it. Pupils at the School have either severe learning difficulties, profound and multiple learning difficulties or complex needs. They learn in individualised and idiosyncratic ways. As such it is impossible for any policy to adequately proscribe detailed approaches to curriculum coverage, planning and pedagogy. Teachers must take account Pupils' cognitive and communicative abilities, and their approximate developmental stages accordingly. Teachers must make use of all relevant School resources plan and deliver lessons that motivate and engage Pupils, to enable them to make progress in the skills and subjects within each Area of Learning and Experience. Curriculum content and delivery must take account of the principles set out in this Policy, which entails but is not limited to:

- recognising and respecting difference,
- fostering positive relationships between all members of the School community,
- identifying, reducing and removing inequalities and barriers that may already exist in School,
- consulting broadly when considering developments in School such that all relevant interested parties may be involved,
- using inclusive language and images,

- using literature from a wide range of sources,
- presenting all categories of people in a positive way,
- countering stereotypes,
- accounting in a positive way for the diversity of human cultures, societal and family structures and ways of being,
- supporting Pupils for whom English is an additional language, and
- all School resources and activities should in the first instance be available to any Pupil.

## **6. Organsiation**

The School has the opportunity to broaden Pupils' understanding of the world by providing an environment where stereotypes and prejudices are challenged. These principles will be reflected in the day-to-day organisation of School life, the broader social context in which education takes place and in the quality of relationships between Pupils and Staff.

School rules and behaviour support methods will apply evenly to all Pupils, regardless of any protected characteristic,

The Head and Governors will ensure that the allocation of available resources is based upon need rather than assumptions.

Religious beliefs and practice of all Staff, Pupils and Families will be respected and School will comply with reasonable requests relating to religious observance and practice, and

The School observes good equalities practice in Staff recruitment, retention and professional learning. We ensure that staffing procedures should benefit all Staff and candidates for vacancies.

Volunteers and visitors to School will also be covered by this Policy.

Breaches of the Policy by Staff or volunteers will be dealt with following the standard procedure outlined in the Discipline Policy. The Head may be required to report certain instances to County, eg: racist incidents.

The School will keep equality objectives under review. It may be necessary for the Head to monitor specific aspects of School life to gather quantitative and/or qualitative data on equalities practice to inform priorities and decision making. Specific activities or groups of people within the School may be monitored in this way.

The School collects equality and diversity data from Families and provides such data to the Welsh Government as part of annual requirements.

The School collects data in relation to Pupil achievement and progress that can be broken down as appropriate according to additional learning needs, other disabilities, ethnicity, culture, language, religious affiliation, national origin and national status; and gender and may use such data to help deploy School resources, identify curriculum priorities or otherwise provide educational services to Pupils.

## 7. Roles and responsibilities

### 7.1 Governors

The Governors have overall responsibility for ensuring:

- the School complies with equalities legislation and legal guidance,
- School systems follow and promote the Policy, and
- that Staff implement the Policy consistently.

### 7.2 Headteacher

The Head is responsible for:

- following the Policy themselves as a model to others in the School,
- implementing the Policy consistently across the School including ensuring that all School policies and practices are impact assessed against the Policy,
- arranging appropriate training for Staff in relation to the Policy and its implementation,
- reporting annually to the Governors on equalities and diversity issues, activities and incidents in School,
- following the Discipline Policy to address allegations of discrimination, harassment or victimisation against Staff,
- keeping a record of the numbers, types and seriousness of prejudice-related incidents occurring during School activities, on or off site, and how they are dealt with, and
- reporting incidents to County or other identified body where there is a requirement to do so, eg: for a racist incident.

### 7.3 Staff

Staff are responsible for:

- following the Policy themselves,
- taking responsibility appropriate to their role to implement the Policy consistently across the School,
- insofar as it is within their control to do so to challenge and prevent discrimination, harassment or victimisation of colleagues or Pupils, and
- reporting such inappropriate behaviour if it occurs or is reasonably suspected of doing so.

### 7.4 Pupils and Families

Pupils must have equal access to all the benefits, facilities or services offered by the School, including any extra curricular and out of School activities on offer.

Insofar as they are able Pupils are expected to follow the Policy. Staff will support their learning, understanding and behaviour in this regard. The Head may be required to report certain instances to County, eg: racist incidents.

Families are expected to follow the principles set out in this Policy in their dealings with School, Staff and all Pupils. They are encouraged to notify the Head or Staff of any

concerns or queries they may have regarding the Policy.

## **8. Review**

8.1 This Policy has been approved by the Governors and is available for use to all Staff.

8.2 The Policy will be reviewed by the Head every four years following the date set out in the Policy, at such other times that the Governors or Head deem necessary or at any time when directed to do so by County.

8.3 The Policy will be reviewed in light of any statutory frameworks or guidance in place that pertain to schools in Wales and sector best practice current at the time.

8.4 Following any review and irrespective of whether any changes are made, the Policy must be ratified by the Governors.

8.5 Historic versions of the Policy should be archived but remain readily available for reference as required.

**Signed:**

(Head Teacher)

**Date:**

**Signed:**

(Chair of Governors)

**Date:**

**Date of next review: July 2027**