

# **ST. DAVID'S HIGH SCHOOL**

## **DIVERSITY AND EQUALITY POLICY**

**Reviewed by Governors  
October 2023**



## **Introduction**

At St. David's High School, we are opposed to all forms of discrimination based upon sex, age, disability, race, colour, religion, gender, identity, sexual orientation, family background, language, marriage or civil partnership, pregnancy or maternity.

The named individuals of St. David's High School are the Headteacher and Chair of Governors.

## **Description of School and its Community**

Ethnic and religious mix: 95% of the school population is White British. The remaining 5% come from a range of other ethnic backgrounds including Bangladeshi, Czech, German, Indian, Polish, White and Asian, White and Black African, White and Black Caribbean and White European Other. The county has 96% as White British and 4% from other ethnic backgrounds.

The School draws from a small-town rural area which surrounds it. Current statistics are available on <http://flintshire.infobasecymru.net>.

Our current free school meal uptake represents 31% of our student population. The county is looking into methods to assess entitlement as opposed to uptake, which is how neighbouring counties calculate their free school meals.

Gender balance:

The school children population is 49% female to 51% male.

The staff population is 62% female to 38% male.

The governor population is 56% female to 44% male.

Racist, homophobic or hate crime incidents recorded in the school in the last three years are zero. The police service records show that there have been no reports of racially motivated hate crime in the last three years.

Religions in the school:

Christian	208	Hindu	0
Muslim	2	No religion	95
Other	4	Refused	66

The above statistics are liable to change. Admin can provide up to date information if required.

Languages spoken:

The majority of our students' first language is English (359 students) and 13 students have English as their second language. Other languages spoken are Bengali, Bulgarian, Chinese, Czech, Polish, Portuguese and Thai. All of our students learn Welsh as a second language. There are no families that have Welsh as their first language.

Additional Learning Needs:

Approximately 21% of the school student population are on our special needs register. This compares with an LA average of approximately 16%.

## **Description of Policy Formation and Consultation Process**

The Headteacher is the Equal Opportunities Coordinator.

This policy has been developed using the LA model policy and in consultation with working policies from staff, parents, governors, students and LA officers.

## **Aims and Purpose of a Diversity and Equality Policy Statement**

St. David's High School fully endorse the statement by the County Council

Flintshire County Council is committed to promoting fairness and equality through all its activities; through the Council's roles as service provider and commissioner, employer and community leader. The Council supports the following definition from the national Equalities Review in 2007: "An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and can be."

The overarching aim of Flintshire's Diversity and Equality is policy is to:-

- Eliminate unlawful discrimination and harassment;
  - Promote equality of opportunity; and
  - Promote good relations between diverse communities
- In the Council's delivery of services, goods, works and facilities, provision of grants, in engagement with partners and communities in the county and employment policies and practices.

The Policy applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of the protected characteristics as identified in the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race,
- religion or belief
- sex
- sexual orientation

and to other personal characteristics and identity, including, for example social class, language, caring responsibilities or educational background

*(The County Strategic Equality Objectives will be added here when they are available)*

At St. David's High School, the aims of the Diversity and Equality policy statement are to:

- Ensure that an inclusive ethos is established and maintained;
- Ensure that the school is a place where everyone, irrespective of their age, disability, race, religion and belief, gender, gender identity, sexual orientation, family background and/or language feels welcomed and valued;
- Ensure that all pupils and staff are encouraged to reach their full potential;
- Protect the human rights of all pupils and staff, parents, governors and visitors to the school;
- Prepare pupils for the challenges, choices and responsibilities of their living in a diverse society;
- Empower pupils to participate in their communities as active citizens who take responsibility for themselves and each other;
- Foster and encourage positive attitudes and behaviour towards all members of the diverse community.

## **Environment and Ethos of the School**

We, at St. David's High School ensure that the aims listed above apply to the full range of our policies and practices including those that are concerned with:

- Equality projects and courses; teaching of the national curriculum, PSE and RE; strategies which use interactive and experiential approaches;
- Pupil's progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development.
- Valuing pupils and promoting positive relationships and self-esteem;
- Staff selection, recruitment and induction;
- Effective coordination and staff training and support;
- Partnership with parents and the community;
- Opportunities in school for pupils to participate in decision making;
- Extra-curricular experiences, such as school councils, clubs etc;
- Physical environment of the school is conducive to health and well-being

## **Addressing sexism, racism, xenophobia and homophobia**

The school is opposed to all forms of discrimination based on person's age, disability, race, religion or belief, gender, gender identity, sexual orientation, family background and/or language. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated at St. David's High School. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

Any form of discrimination will be carefully investigated and reported to the LA using the Respecting Others incident form found on moodle.

## **Responsibilities**

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy statement and related procedures and strategies are implemented.

The Headteacher is responsible for implementing this policy statement; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- Deal with any discriminatory incidents that may occur.
- Know how to identify and challenge stereotyping or discrimination
- Support students in their class for whom English is an additional language
- Incorporate principles of equality and diversity into all aspects of their work

## **Information and resources**

- The content of the policy will be known to all:
- staff;
- learners;
- parents, carers and guardians;
- governors;
- guest-speakers who come in to school;
- members of the community if they request it.

## **Religious Observance**

The community at St. David's High School will respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **School Objectives 2023-2024**

- To arrange/provide training for all staff to ensure they are aware of their responsibilities and are able to take appropriate action if needed.
- To reduce the educational attainment gap between boys and girls at all key stages
- To track the performance of minority groups such as Free School Meals, SEN and EAL children
- To establish a procedure to use the Respecting Others form for reporting hate incidents.

## **Monitoring, evaluation and review of this Policy**

St. David's High School will monitor the implementation of this policy via the Headteacher, Chair and Health and Safety Committee.