

Ysgol Y Grango
Equality and Diversity Policy and
Equality Action Plan



Date of next review	
Review Schedule	Four years
Leader of Policy	Headteacher

Approvals	
Approved by Governing Body	
Chair of Governors	
Policy Review date for Governing Body	
Equality Action Plan reviewed	

Our plan and policy helps us to advance equality across all of the 'protected characteristics' set out in the Equality Act 2010

- **Age**
- **Disability**
- **Gender reassignment**
- **Race**
- **Religion and belief**
- **Sex**
- **Sexual orientation**
- **Marriage and civil partnership**

Accessible Formats

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Strategic Equality Plan Contents

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Introduction

Welcome to our Strategic Equality Plan and Equality and Diversity Policy.

It has been produced to comply with the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

This document sets our equality objectives, a summary of what we hope to achieve and the steps we will take to deliver those objectives as an employer, as an educational establishment and as a part of our local community.

This document also contains our Equality and Diversity Policy Statement.

This Plan replaces our Disability Equality and Race Equality schemes and plans. However, our Disability Access Plan remains in place.

Our Strategic Equality Plan will be in place for a maximum of four years and will be subject to regular review.

2. About our School

School Context – Ysgol Y Grango Pupils

This section provides information on the composition of the pupil population at Ysgol Y Grango with respect to 'protected characteristics' outlines in the Equality Act (2010).

The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

School leaders and Estyn Inspectors should evaluate the progress of particular groups of pupils who may, or may not, have protected characteristics. For example: pupils eligible for free school meals (FSM), boys and girls, pupils with English as an additional language (EAL), pupils with reduced timetables or regularly receiving education off-site, those from minority ethnic groups and children who are looked after by local authorities.

For pupils with ALN, judgements about achievement should take account of information about their individual needs and abilities. School leaders and Estyn Inspectors should consider the rate of progress these pupils make in relation to their individual targets and starting points.

Gender (%): Male: 55.2% Female: 44.8% Other: 0

Additional Learning or Medical Needs and Disability:

Pupils with ALN Statement/IDP: 34 pupils or 5.87%

Pupils with a medical condition: 65 pupils or 11.22%

Looked After Children: There are currently 10 pupils looked after by local authorities.

EAL – Pupils with English as an Additional Language

Number of EAL pupils: 32 or 5.52%

Free School Meals – Pupils from low-income backgrounds

Number of pupils eligible: 160 or 27.63%

Religion and belief:

Religion and belief	Number who replied
Christian	123
Muslim	6
No Religion	194
Other	12
Refused	8
Not specified	220

Ethnicity and Race:

Ethnicity and Race	Number
Black and any other ethnic group	1
Chinese and any other ethnic group	2
Kurdish	2

Other Ethnic Group	2
Other mixed background	1
Other Roma	1
Other White	5
Syrian	4
White – British	534
White and any other ethnic group	4
White and Asian	3
White and Black African	4
White European Other	14

Staff Profile

We have 38 teaching and 29 non-teaching staff: 64% of our teaching staff are females and 36% of our staff are male. ?????% are Welsh speaking

Governor Profile

We have 11 school governors. The governing body is made up of 27% men and 73% women. 0 are Welsh speaking

3. About our Plan

Purpose of the Plan

We recognise and celebrate the growing diversity of the local and regional population. This plan sets out our equality objectives and includes our Equality and Diversity Policy Statement and sets out how our school will address diversity and contribute to improving equality outcomes.

The purpose of our Strategic Equality Plan (SEP) is to document the steps we are taking to fulfil the legal duties set out in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

When carrying out our functions we must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The plan helps us to improve our approach to equality across all of the 'protected characteristics', and to embed fairness and equality deep in the heart of our school community and in all aspects of our school plans and policies.

How our Plan was Developed

We have adopted the Model Strategic Equality Plan that was developed by Wrexham County Borough Council in partnership with local schools. In consultation with Governors, school staff, parents and other interested parties, we have adapted the model plan to suit our school.

We have included an action plan for each equality objective. This sets out how we will contribute to the regional equality objectives we have adopted and the local objectives that will help us to improve the way we work and the way we manage equality in our school.

Our equality objectives are based on local, regional and national priorities within Education

How our Plan will be Monitored

The Governing Body and Head teacher will work together to monitor the Strategic Equality Plan – this will include a discussion at Governor meetings and an annual review.

We have adopted the recruitment and selection policies and procedures of Wrexham County Borough Council and work closely with them when recruiting new staff.

Wrexham County Borough Council also support a number of our functions such as our allocation policies and procedures. We will work with the relevant departments of Wrexham County Borough Council to review our equality monitoring arrangements.

We will review the current arrangements for equality monitoring and action plan accordingly.

We currently collect the data regarding Pupil Profile and attainment levels - Ethnicity, Home Language, First Language, Asylum Status, National Identity, Religion, Traveller Status, EAL, Previous Attainment Levels/Outcomes & Current Levels of Attainment in all subject areas.

Equality Impact Assessments

One of our priority areas is to implement an effective system for assessing the equality impacts of our policies and decisions.

Training and Awareness Raising

One of our priority areas is to ensure staff and Governors have undergone Equality and Diversity Training.

We will encourage staff and Governors to take up opportunities to attend Equality and Diversity Training provided by Wrexham County Borough Council.

4. Our Equality Objectives

In all we have adopted three equality objectives.

These are the objective that we have adopted for our school and will contribute to:

- Objective One Soci-economic disadvantage
- Objective Two Sexual Orientation
- Objective Three Equal opportunities and non-discrimination

Objective One: Soci-economic disadvantage			
School Priority: a) Close the achievement gaps between FSM pupils and other pupils. b) Develop SEREN and promote opportunities for all pupils.			
What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action

<ul style="list-style-type: none"> • Robust tracking and monitoring systems to enable all staff to focus on, identify and address gaps in progress between learners. • Strategic deployment of the Pupil Deprivation Grant. Including procurement of resources, materials, and extra-curricular activities/opportunities to support learners from low-income backgrounds. • Promote a culture of high aspirations and academic success for all learners. • Seren events including a visit to university to build aspirations and motivate pupils. • The school are working with RADY (Raising Attainment for Disadvantaged Youngsters) to ensure socio-economic equality is at the pivotal to everything we do and is a 'golden thread' throughout our school improvement plan; the equity strategies used, including equity in teaching, will be beneficial for learners from all protected characteristics. 	<p>Headteacher/ Assistant Headteacher / Business Manager / Pastoral Lead</p>	<p>Analysis of data drops through link meetings and impact assess interventions.</p> <p>Evaluate and analyse the impact by senior leaders and Governing body</p> <p>Tracking and monitoring of student participation. Proportional representation</p> <p>Analysis of ATL and behaviour data by Senior Leaders and Governors</p> <p>SEREN programme evaluated by AHT. Review policy</p> <p>Information and data on how engagement has been used to improve outcomes for socio-economic disadvantaged groups.</p>	<p>On going</p> <p>Governors' minutes</p> <p>On going</p> <p>Meeting minutes Governors</p> <p>Report to be shared with Governors July 2024</p> <p>Ongoing</p>
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Relevant School Policies, Plans and Strategies; Curriculum Policy, Achievement and Behaviour Policy, Additional Learning Needs Policy, Anti-Bullying Policy, Attendance Policy, Careers and Work Related Experience Policy, Educational Visits Policy.

<p>Objective Two: Sexual Orientation</p>
<p>School Priority:</p> <ul style="list-style-type: none"> a) Propagate a culture of respect and celebration of difference. b) Ensure all pupils understand about diversity and Equality Act 2010. c) Eliminate the use of discriminatory language and behaviours.

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
<ul style="list-style-type: none"> PSE lessons Student Council Introduce Pride Club Notice boards Celebrate Pride Month and themed LGBTQ+ events Staff training with regards to LGBTQ+ Introduction of statutory RSE code and policy Students in Y10 all study GCSE Equality and Diversity 	Headteacher/ Assistant Headteacher / Pastoral Lead / Pupil Voice Coordinator Safeguard Team & Pride Club Pride Club Student Council and Pride Group Safeguard team CC/AE/SLT/NB, LA IMT	Puzzle Activities – Jigsaw. Equality explicitly taught Feedback Friday Student engagement & Voice Regularly Updated Assemblies, competitions & DACW Staff trained – Safeguard Snapshot Briefing Policy and new statutory guidance. Data drops and QA	Ongoing End of July 2024 ongoing End of July 2024 ongoing Ongoing On going Assembly tracker rota Spring term 24 & Sept 24 Educare Training Ongoing September 2023

Relevant School Policies, Plans and Strategies;
Child Protection and Safeguarding Policy, Collective Worship Policy, Curriculum Policy, RSE Policy.

Objective Three: Equal opportunities and non-discrimination			
School Priority: a) Train all staff members and governors involved in recruitment and selection on equal opportunities and non-discrimination training. b) Workforce to have a good understanding of legal requirements in relation to equalities and diversity and an awareness of the issues affecting the workforce and wider community.			
What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action

<ul style="list-style-type: none"> • SLT/Governors/staff to complete equal opportunities and non-discrimination training. • Training to be included in the New Staff Induction Programme for all new staff joining the Ysgol Y Grango community. • Annual refresher for all staff and governors. 	<p>Headteacher/ Chair of Governing Body</p>	<p>Governor and Staff meetings</p>	<p>Summer 2024</p> <p>September 2024</p> <p>Summer 2024</p>
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Relevant School Policies, Plans and Strategies; Child Protection and Safeguarding Policy, Safe Recruitment Policy, School Recruitment and Selection Policy, Preventing Extremism and Radicalisation Policy.

Minutes of Governing Body meetings

5. **Equality and Diversity Policy**

Purpose

- ❖ Equality and fairness is central to the values and behaviours of our school.
- ❖ This Policy Statement sets out our commitment to promoting equality and to meeting the requirements of equality and human rights legislation.
- ❖ We value equality and diversity and are committed to ensuring that no-one is treated less favourably for reasons that cannot be justified on grounds of age, disability, gender,

gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on grounds of Welsh language.

- ❖ This statement reinforces our commitment to promote equality and fairness and address all forms of unlawful discrimination, victimisation and harassment.

Scope of this Policy Statement

- ❖ This statement applies to everyone associated with our school and we expect everyone to behave in accordance with it.
- ❖ This statement underpins our Strategic Equality Plan and compliments the Children's "One Wrexham Charter of Belonging"
- ❖ This statement does not stand in isolation; its aims and values are at the heart of the plans and policies of our school.

Key Principles

- ❖ This statement aims support our school to be an organisation that values diversity and takes proactive steps to remove unlawful discrimination, advance equality of opportunity and foster good community relations.
- ❖ This will be achieved through the delivery of our Strategic Equality Plan and other relevant school policies and plans.
- ❖ We are committed to creating a fair, just and inclusive school community where diversity is valued and people are encouraged and supported to achieve their potential.

Policy Statement

- ❖ As an employer and provider of services we will not unlawfully discriminate on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on the grounds of Welsh language.
- ❖ All pupils, their parents and guardians, volunteers, staff and school Governors are valued and will be treated with dignity and respect. We will not tolerate any form of discrimination, harassment or victimisation.
- ❖ We recognise that our diverse communities have much in common including a desire to live in peace and security together; to have a decent standard of living and a fair share of resources; to have equal chances in life and enjoy good health.
- ❖ We are committed to celebrating all that is good about Wrexham, the richness of its Welsh heritage, cultural traditions, beliefs, distinctive neighbourhoods and the energy, character and diversity of its people.
- ❖ We will work across our school community to ensure our commitment to equality and fairness is shared and take steps to ensure that our school is accessible, welcoming and inclusive.
- ❖ We will carry out equality impact assessments and engage a wide variety of people to ensure that we understand the different ways that different people could be affected by our decisions and proposed policies.

Responsibilities

- ❖ Everyone has a role to play in meeting the aims of this policy statement; however some people have additional roles and responsibilities.

Leadership and Management Commitment

- ❖ School Governors and management of the school will work with all its stakeholders and partners to be proactive in promoting equal opportunities, fostering good relations and in tackling unlawful discrimination. They will encourage support and enable all pupils and staff from all protected characteristics to reach the highest standards possible.

School Governors

- ❖ School Governors are responsible for ensuring that the school complies with equality and human rights laws including meeting the public sector equality duties.
- ❖ With assistance from the Head teacher, school Governors will ensure that our Equality and Diversity Policy is implemented and respected by everyone associated with our school.
- ❖ Governors will receive periodic updates on the effectiveness of our Equality and Diversity Policy and the progress we are making against the objectives set out in our Strategic Equality Plan.

Head teacher

- ❖ The Head teacher has specific responsibilities this includes ensuring that staff and Governors understand the aims and objectives of our Equality and Diversity Policy and Strategic Equality Plan, and their roles and responsibilities in improving equality outcomes for people across the whole school community.
- ❖ The Head teacher will ensure that :
 - Staff and Governors understand those key policies and receive equality and diversity training
 - Children, young people and adults within our school community are confident to report identity based bullying, community tensions and hate crimes
 - That children and young people from different backgrounds are confident to mix together

Teaching and non-teaching staff

- ❖ Everyone in our school has their role to play in delivering our Strategic Equality Plan and ensuring our school is a fair, cohesive and inclusive environment where people can achieve their potential. All staff are required to
 - Ensure that all pupils, colleagues and school visitors are treated fairly, with respect and dignity
 - Support pupils to learn about equality and diversity
 - Challenge negative stereotyping and record any form of identity based bullying or harassment in accordance with the schools procedures

Raising a Concern

- ❖ Any person that feels the school has not behaved in accordance with this policy statement can raise a concern with the Head teacher. Communication support will be made available as appropriate.

6. One Wrexham Charter of Belonging to Wrexham for Children and Young People

We have adopted the One Wrexham Charter of Belonging to Wrexham for Children and Young People – these are our promises:

We, the children and young people who live and learn in Wrexham:

- Promise to be welcoming to everybody who wants to be part of our community whether they are new to Wrexham or have lived here for a long time.
- Promise to remember Wrexham's history and build on this for our future.
- Promise to play our part in treating each other with respect, being respectful towards one another and in treating other people as we would like to be treated ourselves
- Promise to stand up for what is right and to stand against anger, hatred, prejudice and discrimination,
- Promise to be kind to people who come to Wrexham to live, especially people who come to look for peace or for somewhere to be safe and to learn about people's different languages, religions and cultures so that we can understand them better.
- Promise to look after the environment in Wrexham and take pride in our schools and the places where we live.
- Promise to work together to build bridges of friendship and make Wrexham a happy place for everybody.

7. Further Information and Contacts

The following documents explain more about our equality objectives and how schools in Wrexham are responding to the Equality Act 2010.

- North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.
- Developing Regional Equality Objectives - summary of the regional engagement event held in September 2011.
- Equality and Human Rights Commission Report "How Fair is Wales"

- Wrexham County Borough Council Strategic Equality Plan 2012 – 2016
- How Fair is Wrexham – summary of the public engagement event held in November 2011.
- The Equality Act 2010 – Guidance for Schools (Wrexham County Borough Council)

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 11. Keep the text layout clear, simple and consistent
 12. Don't use blocks of capitalised letters, and try not to use any italics or underlining
 13. Text shouldn't be overlaid on images
 14. The substrate or coatings should not be glossy or reflective
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 16. The contrast between the text and background is as high as possible
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Contact: accessibleinfo@rnib.org.uk