

Ysgol Hendrefelin and Residence Unit



EQUALITY POLICY

Policy Review		Signature	
Date approved by Governors	28/03/2023	<i>R M Blank</i> (Chair of Governors)	<i>L W Lewis</i> (Headteacher)
Date Reviewed	16/07/2024	<i>R M Blank</i> (Chair of Governors)	<i>L W Lewis</i> (Headteacher)
Date Reviewed			

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Equal Opportunities Race Equality Policy

Introduction

1. General statement of policy

Ysgol Hendrefelin is committed to working towards race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. The school is opposed to all forms of racial prejudice and discrimination. Language or behaviour, which is racist or potentially damaging to any ethnic or racial group, will not be tolerated. Ysgol Hendrefelin recognises that Wales and the UK have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are adequately prepared to live in such a diverse society. All employees have a responsibility to read, understand and comply with this policy.

2. Responsibilities

Governing body

- The Governing Body at Ysgol Hendrefelin is responsible for ensuring that the school complies with Race Relations legislation, including the general and specific duties in the amended 2000 Act.
- With assistance from the headteacher, the Governing Body has responsibility for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.
- The Governing Body will include Race Equality issues as a regular item on the agenda of Governing Body meetings and has a named governor for Equalities, who is

Headteacher

- The headteacher has overall responsibility, with the Governing Body, for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.
- The headteacher will ensure that staff receive training and are informed of the implications of the policy, including the relevant legislation.

Implementation of the policy

Whole school ethos

- **Celebrating and promoting diversity**

At Ysgol Hendrefelin, we will ensure that the specific needs of all ethnic and religious groups are addressed in school by celebrating diversity, catering for the dietary and dress requirements of different religious groups and allowing pupils to observe various religious commemorations and festivals.

- **Preparation for life in a multi-ethnic society**

We will encourage all pupils to understand, respect and value peoples, cultures, languages and faiths with which they are unfamiliar in order to prepare them for life in a multi-ethnic society.

- **Ethnic make-up of the school**

The school will collect appropriate data to inform its understanding of the range of ethnic, linguistic and religious background of pupils so as to assist in the implementation of this policy.

Pupil attainment, personal development and assessment

- **Attainment and progress**

Our aim at Ysgol Hendrefelin is to ensure that all pupils achieve to their full potential. We will monitor individual pupils' progress for signs of underachievement and use ethnic monitoring to identify any differences between the performance of ethnic groups. These will be addressed through planned and targeted support.

- **Pastoral support**

Our pastoral support will take account of religious and ethnic differences and the experiences of refugee and asylum seeker children.

- **Support for pupils learning English as an additional language**

We will provide appropriate support at Ysgol Hendrefelin for pupils for whom English is an additional language and encourage pupils to use and develop their home languages, where possible. Specialist support will be accessed.

- **Careers and work experience (where appropriate)**

We will encourage all pupils to consider the full range of work experience and post-school options in order to ensure that there is no stereotyping of ethnic or racial groups.

- **Assessment**

We will ensure that ethnic minority pupils, those for whom English is an additional language and refugee and asylum seeker children are not disadvantaged through cultural and linguistic bias or lack of support in assessments.

- **Additional Learning Needs**

We will ensure that accurate assessments of additional learning needs will be made for ethnic minority pupils, those for whom English is an additional language and for refugee and asylum seeker children as appropriate.

Curriculum, teaching and resources

- **Teaching and learning**

We will take positive steps to ensure that all pupils can participate and feel that their contributions are valued. We will encourage pupils of all backgrounds to work together with cooperation and understanding, learning from each others varied experiences. Our teaching will challenge racial prejudice and stereotypes, and foster pupils' critical awareness of bias, inequality and injustice.

- **Promoting cultural diversity through the curriculum**

We will promote cultural diversity in the curriculum through teaching positive, culturally diverse content, and by fostering respect for people of different racial, ethnic and religious groups.

- **Curriculum access**

We will make every effort to ensure that all pupils have access to the mainstream curriculum by taking account of their individual cultural backgrounds and linguistic needs, and by differentiating work appropriately.

- **Resources**

Our resources and displays will portray positive images of a range of peoples and cultures and will use a variety of resources to challenge stereotypes and racism across the curriculum.

- **Involvement of people of diverse backgrounds**

Every effort will be made to invite visitors from a range of different racial, ethnic, linguistic and faith groups into school to share a wide range of skills and experiences.

Admissions and attendance

- **Admissions**

At Ysgol Hendrefelin, our admission criteria and procedures will be fair and equal for all and will not detrimentally affect any racial or ethnic group.

- **Attendance**

We expect good attendance of all pupils and we monitor attendance by ethnic group. We will recognise pupils' right to take time off for religious observance and make provision for pupils on extended leave to cover missed work.

Behaviour, discipline and exclusion

- **Racism, discrimination and harassment**

We are opposed to all forms of racial prejudice and discrimination. Racist language or behaviour will not be tolerated. All incidents will be dealt with in accordance with the school's relevant policies and LEA guidelines on Racial Harassment.

- **Behaviour and discipline**

We expect high standards of behaviour of all pupils. All pupils will be treated fairly and without discrimination when being disciplined. Incidents of a racist nature will be dealt with firmly and consistently and all allegations of racial harassment or provocation will be fully investigated, recorded and reported to the LEA.

- **Exclusion**

We will take proactive steps to prevent exclusion and ensure that exclusions are monitored by ethnic group.

Partnership with parents and the wider community

- **Partnership with parents and the wider community**

We at Ysgol Hendrefelin will draw upon the expertise, skills and knowledge of people from a range of racial, ethnic, linguistic and faith backgrounds to develop positive attitudes to cultural diversity and to challenge racism. Parents of all racial and ethnic groups will be encouraged to participate in the life of the school. Where necessary, translation and interpretation services will be accessed.

- **School premises**

School premises will be made available for use by all ethnic and racial groups in the locality.

Staff recruitment and professional development

- **Recruitment and promotion**

We will ensure that no discrimination takes place on racial grounds in recruitment and promotion.

- **Professional development**

We will ensure that all staff and governors at Ysgol Hendrefelin receive initial and ongoing training in order to understand and address issues of race equality.

- **Discrimination and harassment**

Incidents of racial discrimination or harassment involving staff will be dealt with in accordance with the LEA's /schools discipline and grievance procedures and racial harassment guidelines.

- **Breaches of policy**

Any breaches of this policy by members of staff at Ysgol Hendrefelin or governors will be dealt with in accordance with the LEA's /school's discipline and grievance procedures.

Planning and policy review

- **Planning and target setting**

Ysgol Hendrefelin will use policy evaluations, and The Commission for Racial Equality's "learning for all - Standards For Racial Equality on Schools" as an audit mechanism to identify specific targets for action on issues of race equality. These will be included in the School Development Plan and reviewed annually.

- **Ethnic monitoring**

We will use ethnic monitoring data on achievement in curriculum planning and in setting targets for teaching. Ethnic monitoring data on admissions, attendance and exclusions will also be considered in long-term planning.

- **Evaluating, monitoring and reviewing policies**

The impact of all school policies of Ysgol Hendrefelin on ethnic minority pupils, staff, governors and parents will be assessed to ensure that no discriminatory practice exists, particularly that which may contribute to the underachievement of ethnic minority pupils. The impact of the Race Equality policy on all pupils, staff, governors and parents will be monitored for its effectiveness on an annual basis, and evaluations will take account of the views of pupils, staff, parents and members of the local community including any ethnic minority groups. All other policy reviews will consider the implications of race equality.