



CONNAH'S QUAY HIGH SCHOOL

Creu Llwyddiant | Creating Success

Diversity and Equality Policy

This Policy has been written in accordance with the most recent Government guidance. This Policy will be rewritten as necessary to reflect the changing emphasis of the school and the changes in Government legislation and reviewed biannually.

Policy Title	Diversity and Equality Policy
Date of Publication	January 2015
Approved by & Date	March 2021
SLT Lead	DMI

Description of School and its Community

There are 3,744 people living in Connah's Quay Golftyn 1.

Connah's Quay High School currently have 897 learners on roll.

The National Statistics area classification for the local area is 'Young Urban Families'. The area is known as a Lower Super Output Area (LSOA). These areas all have a population of around 1,500 people for easy comparison.

The area is ranked 1,052 in the Welsh Index of Multiple Deprivation (WIMD) 2008. (The Welsh Index of Multiple Deprivation is a measure of multiple deprivation at small area level. Each LSOA in Wales has been given a score and ranked in order of deprivation. A rank of 1 would be the most deprived LSOA in Wales, and a rank of 1896 would be the least deprived LSOA in Wales).

Ethnic and Religious mix of School and its Community,

95.23% of the school population is white or white British. The remaining 4.77% come from other ethnic groups including Lithuanian, Polish, German, Latvian, Portuguese, Chinese, Spanish, Indian, Bulgarian and Black European.

Demographics of the catchment area;

The school draws learners predominately from the town of Connah's Quay and some outlying areas of Deeside. The majority of crime logged for the area is for theft and criminal damage.

The percentage of people receiving benefits in the area is: 1.2%

Gender balance;

The school learner population is 48.83% female and 51.17% male.

Racist, homophobic or hate crime incidents in the school and the local area; There has been 2 logged incident of racially motivated bullying within the school year. To date there have been no homophobic or hate crime incidents which have been logged.

Religions in the school;

The majority of learners in the school are Christians. In addition, there are Roman Catholics, Anglican, Hindu and Jehovah's Witnesses in the school community

Language spoken by learners;

The majority of learners are proficient in English. 85% have some fluency in Welsh. Other languages spoken are Polish, Latvian, Portuguese, Chinese, German, Indian, Bulgarian and Lithuanian.

Details of Additional Learning Need within the school and its community; At any one time 30.55% of the learner population has recognised additional learning needs.

Description of Policy Formation and Consultation Process

Name of School's Diversity and Equality Coordinator: Debbie Millington

This policy has been developed and produced by a steering group consisting of the following individuals:

- Diversity and Equality Coordinator
- Headteacher
- Deputy Head
- Business Manager
- School Council reps
- Parent/Governor

Before the policy statement was finalised the following groups in the schools and its community were consulted:

- School Council
- Senior Management Team
- Governors
- LEA PSE Advisor

Aims and Purpose of a Diversity and Equality Policy Statement

Connah's Quay 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 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, good, 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 are as follows:

- Reduce Health inequalities
- Reduce Unequal Outcomes in Education to maximise individual potential
- Reduce inequalities in representation and voice

At Connah's Quay 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 learners and staff are encouraged to reach their full potential;
- Protect the human rights of all learners and staff, parents, governors and visitors to the school;
- Prepare learners for the challenges, choices and responsibilities of their living in a diverse society;
- Empower learners 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 Connah's Quay 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;
- Learners' progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of learners to take responsibility for their own learning and the assessment of their development;
- Valuing learners 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 learners 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 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 Connah's Quay High School. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

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:

- Incorporate principles of equality and diversity into all aspects of their work.
- deal with any discriminatory incidents that may occur;
- know how to identify and challenge stereotyping or discrimination;
- support learners in their class for whom English is an additional language;
- Provide reasonable adjustments for disabled learners, staff and members of the school community.

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 Connah's Quay High School will respect the religious beliefs and practices of all staff, learners and parents, and comply with all reasonable requests relating to religious observance and practice.

Equality Objectives

See attached

Monitoring, evaluation and review of this Policy

Connah's Quay High School will collect, study and use quantitative and qualitative data relating to the implementation of this policy and