

# Equality and Diversity Policy & Equality Action Plan



Approvals	
Approved by Governing Body	January 2025
Chair of Governors	Mrs. Carrie Hunter
Review date for Governing Body	January 2028

## Accessible Formats

This document is available in English, in Microsoft Word and pdf formats using Arial font size 14 as standard.

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**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**

## Strategic Equality Plan Contents

Section	Title	Page
1	Introduction	4
2	About our school	5
3	About our Plan	6-9
4	Our Equality Objectives and Action Plan	10-18
5	Our Equality and Diversity Policy Statement	19-23
6	One Wrexham Charter of Belonging for Children and Young People	23
7	Further Information and Contact Details	24-25
8	Appendices and Key Documents  <i>Clear Print Guidelines</i> <i>Dignity at Work Policy</i> <i>Anti Bullying &amp; Harassment Policy &amp; Procedure</i>	26

## 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 Rhosddu School

### Description of our school:

Rhosddu Primary School is in the Rhosddu area of Wrexham and first opened in 1878, moving to its current location in 1915. The area is urban and close to the city centre, making our catchment varied with a mixture of privately owned, rented and council properties. The school benefits from spacious grounds, including a school field, an outdoor classroom and forest school area. We are very proud of our school and each child is nurtured individually in order to reach their full potential and be the best version of themselves that they can be.

The school is one and a half form entry and caters for children aged 3 to 11. Our year groups are no greater than 43 and there are currently 11 classes. We offer wrap around care in our Nursery Plus provision in the mornings and in our Cares Club before and after school, both settings are located in the school building's atrium and are registered and inspected by CIW.

### Pupil Profile :

There are currently 270 pupils on roll, including 20 Nursery pupils who attend part time. Of our full-time pupils 30.4% are eligible for free school meals, this is above the national average in Wales. 0.3 % of pupils are identified as having Additional Learning Needs (ALN) and have an IDP whilst a further 15.6% are receiving additional support through a Targeted Universal Provision Plan. We are an inclusive school and have a diverse population 72% are from White British background with 28% coming from other backgrounds. No pupils speak Welsh as a first language, 27.8% speak English as an additional language and 19 different languages are spoken by pupils

### Staff Profile

There are 38 members of staff employed by the school in total.

Our school currently has 15 members of teaching staff (including the Headteacher and Deputy Headteacher), 10 are full time and 5 part-time. There are 13 teaching assistants, 2 of whom are part time. We have 1 school secretary and 9 members of site staff (this includes caretaker, cleaners, kitchen, lunch time and crossing patrol staff).

### Governor Profile

Our Governing Body consists of 14 Governors in total: The Headteacher, 4 parent Governors, 3 Local Authority Governors, 2 Teacher/Staff Governors and 4 Community Governors.

### 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 four equality objectives. These consists of the two Regional Strategic Equality Objectives for North Wales and two local equality objectives that will improve our ability to meet the legal duties.

These are the regional objectives for North Wales that we have adopted for our school and will contribute to:

Objective One      Reduce Health Inequalities

Objective Two      Reduce inequalities in Employment and Pay

These are the local objectives that we have adopted for our school :

Objective Three      Ensure the school meets its equality duties, and improves its understanding of equality outcomes

Objective Four      Increase capacity for carrying out equality impact assessments



## Objective One: Reduce Health Inequalities

School Priority: To improve the health and wellbeing of our 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
Continue to promote high standards of health and wellbeing to achieve the next phase of Healthy Schools, ensuring that diversity is embedded in all activities	Health and Wellbeing Curriculum Lead Coordinator	Achieve the next phase of Healthy Schools	Annual review meetings are scheduled for June in each academic year.

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Healthy Schools Award, Eco Schools Awards, Anti Bullying Policy, Anti Smoking Policy  
Behaviour and Discipline Policy, Health & Hygiene Policy, Food & Fitness Policy  
Safeguarding Policy, Substance Misuse Policy, Health & Safety Policy, Sex Education Policy,  
Educational Visits Policy

## Objective Two: Reduce inequalities in Employment and Pay






School Priority: To develop a diverse and skilled workforce

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
Work with Wrexham County Borough Council to identify if there are any pay gaps and action plan accordingly.	Headteacher	All staff will be paid appropriately. HT and Governors Staffing and Finance Committee will scrutinise school budget and pay rates.	Ongoing
Develop the skills of all staff members through appropriate and progressive CPD	SLT	Record of CPD	Ongoing

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Pay Policy, Performance Management Practice Review and Development documentation, CPD report to Governing Body

Objective Three: Ensure the school meets its equality duties, and improve its understanding of equality outcomes.			
School Priority: Improve its understanding of equality outcomes including prevent duty.			
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
Access and apply WG Equality Guidance  prevent-duty-departmental-advice-v6.pdf  equality-issues-in-education1.pdf  briefing-on-public-sector-equality-duties  wlga-l-briefing-for-school-governors-l-  rights-respect-equality-statutory-guidar	Headteacher/ Chair of Governing Body	Governor and Staff meetings	Ongoing  Prevent training 2022

Relevant School Policies, Plans and Strategies;  
Minutes of Governing Body meetings

Objective Four : Develop procedures for carrying out equality impact assessment			
School Priority: Increase capacity for carrying out equality impact assessments			
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
Train key personnel on how to carry out Equality Impact Assessment.	Headteacher/ Chair of Governing Body	Identified Governors trained	Summer 2024
Implement a process for reviewing policies in accordance with EIAs	Headteacher/ Chair of Governing Body	All policies include EIA	ongoing
Increase capacity and collaboration to carry out EIA	Headteacher/ Chair of Governing Body	Governors actively involved in completing EIA	Summer 2024

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;  
Minutes of Governing Body meetings  
Equality Impact Assessments attached to policies

## 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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7. Document text size should be 12-14 pt, preferably 14 pt.
  8. The font you choose should be clear, avoiding anything stylised
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  10. Use bold sparingly, only highlight a few words rather than a paragraph
  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
  15. Ensure the paper is thick enough to prevent show through
  16. The contrast between the text and background is as high as possible
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  18. Space between columns of text is large enough to be distinct
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Contact: [accessibleinfo@rnib.org.uk](mailto:accessibleinfo@rnib.org.uk)



