



**CHEPSTOW
SCHOOL**
INSPIRING LEARNING

CHEPSTOW SCHOOL

EQUALITY, DIVERSITY AND

INCLUSION POLICY

Approved by: Full Governing Body

Last Reviewed on: 11.07.2024

Next Review Date: 10.07.2025

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Introduction

Chepstow School is a popular 11 to 18 co-educational comprehensive school with almost 900 pupils currently on roll. Our intake is mainly drawn from our six partner primaries based in Chepstow, these are Shirenewton, The Dell, St Mary's, Pembroke, and Thornwell. A significant number of our pupils commute from out of catchment, including Caldicot, Undy, Magor and across the border. Our intake area includes sizeable areas which are economically advantaged and disadvantaged. Most pupils organise their own provisions when traveling to school, the LEA also facilitates transport for many pupils across a wide area of the authority.

Chepstow is a vibrant, caring, and nurturing school, with an inclusive and supportive ethos; creating a sense of belonging and community focus where everybody matters. Through highly effective well-being, we identify those who need additional support, breaking down any barriers to learning and bridging the gap for our disadvantaged and ALN learners. Pupils with a full range of abilities are represented within the school.

Most of our learners are White British in origin, although there are many other cultural and ethnic groups represented within our school community. The majority of our parents/carers do not state a particular religion; however, many identify as Christian; the remaining few are a mixture of Muslim, Jewish, Jehovah, Buddhist and Hindu. We are aware that we have parents in same-sex relationships and LGBT+ pupils; however, we have not audited this.

All of our families, their faiths, cultures, communities, and languages, Chepstow School values equally. Our mission statement, "Inspiring Learning for all", promotes and celebrates our inclusive community.

Chepstow School is committed to supporting, developing and promoting the principles of diversity, equality and inclusion. In all that we do we will aspire to reflect our approach to equality, diversity and inclusion in our practice. We promote dignity and respect for all, and work in an environment where individual differences and the contributions of all learners, staff and the community are recognised and valued. Our inclusive culture promotes an ethos where the community are free from discrimination, and recognise our values of positivity, perseverance, ambition, curiosity and equity.

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Aim

Through the implementation of this policy, under the Equality Act 2010, Chepstow School will develop and promote a culture of equality and diversity throughout the school.

Chepstow School is committed to working towards equality of opportunity for all, promoting positive approaches to differences, and fostering respect for the diversity evident in our school. The school is opposed to all forms of prejudice and discrimination. Language or behaviour that is potentially damaging to any group will not be tolerated and will be challenged. The school recognises that Wales and the UK are made up of many diverse groups, and it is important that all pupils are adequately prepared to live and participate in such a mixed society. This policy is designed to prevent individuals or groups in our school community from experiencing discrimination or disadvantage of any kind, whether it be related to their ethnicity, nationality, gender, sexuality, or disability.

The main means of achieving this is by developing our pupils' positive attitudes through their curriculum and enrichment opportunities. These activities will be further complemented by the range of support structures provided by the school.

The Equality, Diversity and Inclusion Policy ensures equal opportunities and prevention of discrimination for the following protected characteristics:

- Age
- Disability
- Sex
- Gender, including transgender and intersex
- Sexual orientation
- Choice of language (Welsh or English, in accordance with the Welsh Language Measure 2011)
- Socio-economic background
- Neurodiversity
- Race / ethnicity
- Pregnancy and maternity
- Marriage and civil partnership
- Religion and belief
- Political opinion
- Any other relevant grounds

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As a school, we aim to develop pupils' knowledge and understanding of the protected groups within our society through a diverse and enriching curriculum and a supportive and inclusive school experience. We want all learners to grow as individuals and form part of an effective, empathetic society within our school community, as well as global citizens, preparing for the wider world.

Roles and Responsibilities

The Equality Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- in relation to admissions,
- in the way it provides education for pupils,
- in the way it provides pupils access to any benefit, facility or service, or
- by excluding a pupil or subjecting them to any other detriment.

Our Equality, Diversity and Inclusion Policy protects all students, governors, staff employed on a full-time or part-time basis, all permanent or temporary contracts, agency staff and casual workers.

All members of the school community are expected to behave, at all times, with dignity, courtesy and respect and to act in a manner that does not unlawfully discriminate.

Governing Body

Chepstow School's Governing Body will:

- hold ultimate accountability for the Equality, Diversity and Inclusion Policy.
- ensure that the school complies with the Equality Act 2010 and that this policy and its related policy, procedures and action plans are implemented.
- allocate a designated member of the Governing Body to ensure oversight of this policy.

Headteacher and Deputy Headteacher

The Headteacher and Deputy Headteacher for Health, Wellbeing and Inclusion will:

- be the designated senior member of staff, supported by the Governing Body, for the operation, management and coordination of all aspects of policy and plan.
- devise and recommend policies, procedures and action plans to ensure that all legislative requirements are met and best practice adopted.
- collect and review data in relation to the protected characteristics and the Welsh language relating to pupils and staff.

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- review policies and procedures in relation to compliance with the Equality Act 2010 and to make changes as appropriate.
- advise on the provision of appropriate equality training and awareness-raising in relation to all equal opportunities and diversity matters.
- ensure that all appointment panels are aware of this policy and give due regard to this policy with reference to employment or training opportunities.
- to ensure appropriate training for students, staff and governors on the Equality Act 2010 and any relevant equality and diversity issues.
- implement bespoke provision: PSE programme, MonLife LGBTQ+ sessions delivered twice every week, anti-bullying days, assemblies illustrating support available to pupils.
- review the Equality, Diversity and Inclusion Policy annually and advise the Governing Body of any matters with regard to these documents.

School Staff

All school staff will:

- support the aims of the school's Equality, Diversity and Inclusion Policy.
- encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with the Equality Act 2010.
- ensure that pupils are treated fairly and with dignity and respect.
- undertake appropriate equality and diversity training.

School Students

All learners will:

- support the aims of the school's Equality, Diversity and Inclusion Policy.
- encourage non-discriminatory practices and report any incidences of discrimination.
- be aware of equality and diversity issues.
- adopt the same principles when they are outside of school.

Parents / Carers

Parents / carers will:

- support the aims of the school's Equality, Diversity and Inclusion Policy.
- support the school in the promotion of the principles of dignity, courtesy and respect.
- encourage children and young people to promote the above principles outside of school.

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Guidance and Confidentiality

This policy is available on the school's website. It will also be available in printed form from the school reception, when requested.

Any information disclosed to the school in relation to equality and diversity issues will be kept strictly confidential in accordance with legislative requirements.

Any discriminatory incidents will follow the school's Behaviour for Learning Policy and LA's procedures for reporting discriminatory incidents.

All incidents will be acknowledged, investigated and appropriate action taken.

The school has a zero-tolerance approach to all types of discriminatory behaviour and bullying.