Education & Youth

Diversity and Equality Policy

Model policy for all primary and secondary school provision including specialist schools and pupil referral unit (PRU).

Date first implemented	2012
Date of last amendment	2024
Version	4
Date of next review	2028
Policy owner for review	Learning Advisor – Health, Wellbeing & Safeguarding

School	Sealand CP School
Date Policy approved	September 2025
Review frequency	4 years
Review date	2028
Head teacher Declaration	
Chair of Governors Declaration	

Accessible Formats

This document is also available in Welsh; in Microsoft Word and pdf formats in Arial font size 12 as standard. Other accessible formats including large print, Braille, BSL DVD, easy-read, audio and electronic formats, and other languages can be made available upon request. To request a copy of this document in an accessible format contact the school office.

1. Introduction

Sealand Primary School is committed to creating a welcoming, inclusive, and respectful environment where everyone is valued and supported. This policy outlines our commitment to promoting equality, celebrating diversity, and eliminating discrimination throughout every aspect of school life. Aligned with the principles of the Curriculum for Wales 2022, this policy outlines the school's commitment to ensuring all learners have equitable opportunities to succeed and feel represented within their education.

This policy applies to:

- Learners
- Staff and Governors
- Parents, carers, and visitors
- Contractors and service providers

1.2 Aims and Objectives

The purpose of this policy is to:

- promote equality, diversity, and inclusion across all aspects of school life, as an education provider and an employer
- ensure all learners, staff, visitors and stakeholders feel valued and respected
- encourage an environment where everyone can achieve their potential, students and staff
- eradicate unlawful discrimination, harassment, and victimisation.

2. Legal Framework

This Diversity and Equality policy is underpinned by the Equality Act 2010, Welsh Language Act 1993, Human Rights Act 1998 and Welsh Language Standards.

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 (below) and to other personal characteristics and identity, including caring responsibilities and Welsh speakers:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Policy also takes into account the amendment to the Equality Act 2010, the Worker Protection 2023 Duty to take steps to prevent sexual harassment in the course of employment.

The Policy is linked to the following school documents:

- Strategic Equality Plan (SEP)*
- Positive Behaviour and Inclusion Policy (including anti-bullying)
- Safeguarding Policy
- Additional Learning Needs (ALN) Policy

**The Diversity and Equality Policy underpins the schools Strategic Equality Plan which sets out our equality objectives and action plan to meet the requirements of the Equality Act 2010 and the specific public sector duties.*

Code of Conduct

The Education Workforce Council (EWC) Code of Professional Conduct and Practice emphasises the importance of promoting equality and actively combating discrimination within educational settings in the following principles:

Personal and Professional Responsibility: *Registrants are expected to contribute to a fair and inclusive learning environment by addressing discrimination, stereotyping, and bullying.*

Professional Integrity: *Registrants must demonstrate a commitment to equality and diversity.*

3. Roles and Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with the Equality Act 2010 and the Public Sector Equality Duty. The Governing Body will monitor the effectiveness of this policy and the school's Strategic Equality Plan (SEP) and ensure fair recruitment and selection processes in employment.

The **Head teacher** is responsible for leading and promoting equality and diversity within the school. The head teacher will ensure policies and practices reflect the principles of inclusion, and report on equality objectives and progress to governors. The Headteacher will ensure that all staff are aware of their responsibilities and are given appropriate training and support. The headteacher will take appropriate action in any cases of unlawful discrimination.

All **staff** will:

- model inclusive behaviours and challenge discriminatory practices
- embed equality into lesson planning, behaviour management, and extracurricular activities
- participate in professional learning related to equality and inclusion.

All **Learners** will:

- celebrate difference
- treat peers and staff with respect
- report incidents of bullying, harassment, or discrimination.

Parents and Carers will:

- support the school's equality objectives and engage respectfully with school staff and other families.

4. Curriculum and Learning

The Curriculum for Wales (2022) emphasises equality and diversity in the context of creating an inclusive, fair, and respectful society. The cross-cutting themes contribute to realising the Four Purposes of the Curriculum for Wales, which aim to enable learners to be:

- Ambitious, capable learners.
- Enterprising, creative contributors.
- Ethical, informed citizens.
- Healthy, confident individuals.

The cross-cutting themes that apply to this policy are:

Relationships and Sexuality Education (RSE)

RSE, as a statutory element, provides a direct focus on:

- understanding rights and respecting others' identities, including different family structures, genders, and sexual orientations
- fostering respectful relationships and empathy
- exploring inequalities and ways to promote inclusivity.

Human Rights

The Human Rights theme encourages learners to understand their rights and the importance of respecting the rights of others in different contexts. Learners engage in activities that raise awareness of children's rights including the United Nations Convention on the Rights of the Child (UNCRC). Learners explore rights through discussions on fairness, justice, and equity in history, literature, and current events.

Diversity

The Diversity theme promotes understanding of identity, equality, and inclusion across different perspectives and backgrounds. The Curriculum at Sealand Primary Sschool celebrates the cultural, social, and historical diversity within Wales and beyond. We ensure topics and materials represent a variety of cultures, identities, and experiences. The curriculum provides opportunities for learning about Stereotypes, bias, and discrimination.

Local, National and International Contexts

This cross-cutting theme encourages learners to explore their local surroundings while connecting them to Wales, UK, and global perspectives highlighting interconnections between cultures, histories, and environments. This includes investigating environmental challenges that connect local and global sustainability efforts. As a school we promote bilingualism by embedding Welsh language and culture into all areas of school life in line with the Siarter Iaith (Welsh Language Charter).

Sealand Primary School actively integrates each of the cross-cutting themes into all Areas of Learning and Experience (AoLE), ensuring they underpin teaching and

learning at all stages. We ensure contributions of underrepresented groups, including women, ethnic minorities, disabled individuals, and LGBTQ+ individuals, are included within our curriculum.

5. Promoting a Culture of Equity and Respect

The Governing body of the school are committed to the following principles:

- **Developing an Inclusive Environment**

Our school fosters an inclusive and welcoming environment where every member of the school community feels safe, valued, and respected. Diversity is celebrated by recognising and appreciating differences in culture, language, religion, gender, and abilities. The display of inclusive imagery, language, and symbols throughout the school reflects and affirm diversity. The Governing Body will sensitively consider requests for prayer facilities.

- **Anti-Discrimination and Zero Tolerance**

At Sealand Primary School we have a zero-tolerance approach to any form of discrimination, harassment, or victimisation. We implement robust procedures for reporting, investigating, and addressing discriminatory incidents, ensuring a fair resolution for all. Equality impact assessments will be completed on new and reviewed policies to ensure they are fair.

- **Representation and Participation**

We ensure all learners, regardless of background or need, have equal access to opportunities and representation in leadership roles. We actively seek diverse perspectives during decision-making processes, consulting with learners, staff, parents, and governors.

Equality in Access and Provision

At Sealand Primary School we ensure all learners regardless of their circumstances have access to quality teaching, resources, and extracurricular activities, including specialist support and equipment for disabled learners. We use personalised approaches to remove barriers for pupils with Additional Learning Needs (ALN), those eligible for free school meals (eFSM), or English as an Additional Language (EAL) learners.

- **Well-being and Mental Health**

At Sealand Primary School we actively raise awareness about mental health and wellbeing in the curriculum including assemblies, workshops, and awareness campaigns. We ensure support is tailored to the needs of marginalised and minority groups and prioritise mental health and well-being by offering access to school-based counselling services, dedicated pastoral support teams, and referrals to external agencies.

- **Promoting Welsh Identity and Equality**

We embrace the identity of Wales by integrating the Welsh language and culture into everyday learning experiences, while respecting and celebrating the diversity within our community. Using the Cymraeg Campus framework we enhance learners'

confidence, skills, and willingness to communicate in Welsh, both formally and informally.

- **Engagement and Community Cohesion**

We continue to build partnerships with parents, carers, and the wider community to ensure their voices are heard and reflected in school practices. We collaborate with local organisations, including those advocating for marginalised groups, to promote inclusion and cultural understanding.

- **Recruitment, Employment, and Staff Development**

We ensure equality of opportunity in all recruitment, retention, and promotion processes, reflecting diversity in the school workforce. Positive action will be considered in employment to reduce disadvantage and increase underrepresentation in the workforce. As a school we are committed to professional development opportunities for our staff to improve their understanding of equality, diversity, and inclusion.

- **Data Collection and Monitoring**

We will continue to collect and analyse data on pupil achievement, behaviour, attendance, and exclusion rates, disaggregated by protected characteristics. We are committed to using the data to identify trends, close gaps, and inform future equality objectives. We ensure we protect privacy and confidentiality while ensuring compliance with GDPR.

6. Addressing Discrimination and Harassment

Flintshire County Council and Sealand Primary School have a zero-tolerance approach to harassment and discrimination. For the purpose of this policy, the following definitions will be used:

Direct Discrimination: Treating someone less favourably because of a protected characteristic.

Indirect Discrimination: Applying a rule or policy that disadvantages individuals with a protected characteristic.

Harassment: Behaviour that violates dignity or creates an intimidating environment.

Victimisation: Treating someone unfairly due to their involvement in a discrimination complaint.

6.1 Reporting

Please report all incidents, allegations or complaints to the school directly. The school will, upon receiving a complaint or allegation that this policy has been breached, investigate the matter and if appropriate, take disciplinary action.

If you have been harassed in the community because of a protected characteristic or have been harassed because of your linguistic background you can also report to:

North Wales Police: Telephone: 999 if in an emergency or 101

https://www.northwales.police.uk/ro/report/hate-crime/information/v1/hate-crime/how-to-report-hate-crime/

Victim Support North Wales: Telephone: 0300 30 30 159

https://www.reporthate.victimsupport.org.uk

7. Accessibility

In line with our Accessibility Plan, we will:

- Ensure facilities and communications are accessible to pupils with disabilities
- Regularly review physical and learning environments to meet diverse needs.

8. Professional Learning

All staff will receive ongoing training in:

- Anti-racist education
- Supporting pupils with protected characteristics, including LGBTQ+ and ALN learners
- Human rights / United Nations Convention on the Rights of the Child (UNCRC)
- Using inclusive teaching strategies.

Staff will access training through a variety of formats including specialist agencies and DARPL.

9. Monitoring and Review

We will use data and feedback to monitor progress, including:

- Achievement and attainment data for groups such as pupils with Additional Learning Needs (ALN) and learners eligible for free school meals (eFSM)
- Feedback from consultations with stakeholders, including pupils, staff, parents, and local communities
- Reports of bullying, harassment, or discriminatory incidents, analysed to inform preventative actions.

This policy will be reviewed annually by the Senior Leadership Team and Governing Body.

10. References

Flintshire County Council Diversity and Equality Policy 2019

https://www.flintshire.gov.uk/en/PDFFiles/Diversity-and-Equality/Diversity-and-Equality-Policy.pdf

EWC Code of Professional Conduct and Practice for registrants

https://www.ewc.wales/site/index.php/en/fitness-to-practise/code-of-professional-conduct-and-practice/the-code

Childrens Commissioner for Wales: A children's rights approach to education in Wales

https://www.childcomwales.org.uk/wp-content/uploads/2024/02/202402-Childrens-Commissioner-for-Wales-Right-Way-Education-English.pdf

Welsh Government: Cross-cutting themes for designing your curriculum

https://hwb.gov.wales/curriculum-for-wales/designing-your-curriculum/cross-cutting-themes-for-designing-your-curriculum/#careers-and-work-related-experiences

Equality and Human Rights Commission: Education Fact Sheet Wales

https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.equalityhumanrights.com%2Fsites%2Fdefault%2Ffiles%2F2023%2FEducation%2520Fact%2520Sheet%2520-%2520Wales.docx&wdOrigin=BROWSELINK

11. Information and Advice

Race and Ethnic Diversity

Race Council Cymru (RCC) Website: www.racecouncilcymru.org.uk

Focuses on racial equality, community cohesion, and cultural diversity. Supports anti-racism training, educational resources, and events like Black History Wales.

EYST (Ethnic Youth Support Team) Website: www.eyst.org.uk

Provides support for ethnic minority young people and families. Offers training, workshops, and mentoring for schools.

LGBTQ+ Support

Stonewall Cymru Website: www.stonewallcymru.org.uk

Specialises in LGBTQ+ inclusion and offers tailored resources for schools, including training for staff and curriculum support.

Umbrella Cymru Website: www.umbrellacymru.co.uk

Offers support for individuals exploring gender identity and sexuality, as well as workshops for schools to foster inclusivity.

Disability and Additional Learning Needs

Disability Wales Website: www.disabilitywales.org

Supports schools in developing inclusive practices for disabled students and provides resources on accessibility and advocacy.

National Autistic Society (NAS) Cymru Website: www.autism.org.uk

Offers training for schools and educators on supporting autistic students effectively.

Snap Cymru Website: www.snapcymru.org

Provides advice and support for families and schools on issues related to Additional Learning Needs (ALN).

Welsh Language and Culture

Menter Iaith Website: www.menter.cymru

Promotes the use of the Welsh language in communities and schools. Regional offices in North Wales provide resources for bilingual education.

Urdd Gobaith Cymru Website: www.urdd.cymru

Provides opportunities for young people to engage in Welsh cultural activities, ensuring inclusivity for all.

Gender Equality and Empowerment

Chwarae Teg Website: www.chwaraeteg.com

Focuses on gender equality and empowerment for women and girls, offering guidance for educational institutions.

Mental Health and Well-being

Mind Cymru Website: www.mind.org.uk/cymru

Offers mental health resources, training, and campaigns tailored to schools and young people.

Papyrus UK Website: www.papyrus-uk.org

Specialises in supporting young people experiencing mental health crises, including suicide prevention training.

Young Minds Website: www.youngminds.org.uk

Focused on mental health resources and advocacy for young people, including school-focused guides.

General Equality Support

Equality and Human Rights Commission (EHRC) Wales Website: www.equalityhumanrights.com/en

Offers guidance, resources, and training on promoting equality and preventing discrimination.

North Wales Regional Equality Network (NWREN) Website: www.nwren.org

Promotes equality and diversity through events, projects, and educational resources in North Wales.

North Wales Victim Help Centre

Website: https://www.victimsupport.org.uk/north-wales/

Call 0300 303 0159

North Wales Discrimination Advice Service (Flintshire Citizens Advice)

Email: discrimination@flintshirecab.org.uk

Call 0808 278 7921