

Cantonian High School Ysgol Uwchradd Cantonian



Equalities Policy

This policy was adopted by Governors
on.....

1. Our School

Cantonian High School is a city secondary school, catering for pupils between the ages of 11- 18. For details of the make-up of the school population relating to gender, disability and race, see appendix A.

2. Aims

The aims of this policy are to:

- Promote positive attitudes to diverse and minority communities
- Encourage participation of people from diverse backgrounds, ages, faiths, sexual orientation and impairments in public life
- Promote equality of opportunity for all
- Eliminate unlawful discrimination
- Eliminate harassment
- Promote social cohesion
- Allow for more favourable treatment for disabled people

3. Scope

The policy applies to all full-time, part-time, job share and temporary staff. The policy applies to all pupils, parents, service users and visitors to the school.

4. Our Equality Summary Statement

The school is committed to working towards equality regardless of race, age, gender, faith, sexual orientation or disability. It strives to create an inclusive culture in which every individual, regardless of ability and background, is enabled to participate and is valued as a member of the school community. We therefore promote positive approaches to difference and foster respect for people of all cultural backgrounds.

Stereotyped ways of thinking should be viewed as a lack of understanding and knowledge. This may result in low self-esteem and limited aspirations for the individual/s involved. The school values and encourages involvement of people from all sections of the local community. Through this involvement the school aims to provide positive images which challenge stereotypical thinking.

The school is opposed to all forms of prejudice and discrimination based on race, gender, faith, sexual orientation, disability or age. Language or behaviour, which is racist, sexist, homophobic or potentially damaging to any group will not be tolerated and will be challenged. The school takes its responsibility to monitor and report on racist incidents each term seriously and uses this information to plan strategies to combat incidents motivated by hate. We share this information with the LEA to help shape actions to combat hate crime across the City.

We recognise and celebrate the fact that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are prepared to live in such a society.

5. Responsibilities

The governing body is responsible for:

- Making sure the school complies with Equality legislation
- Making sure the Equality Policy and its procedures are followed

The Headteacher is responsible for:

- Making sure that the Equality Policy is readily available, along with all other policies relating to various aspects of equality and that governors, staff, pupils, parents and guardians are aware of their contents
- Making sure the policy and its procedures are followed
- Producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of harassment and discrimination

For details of individual staff responsibilities relating to Equality see Appendix B.

All staff are responsible for:

- Dealing with racist incidents and other incidents of harassment and *all* types of bullying
- Being able to recognise and tackle bias and stereotyping
- Promoting equality and good relations between all groups
- Keeping up to date with the law on discrimination and equality

6. Monitoring and Reviewing

The Equalities Action Plan is:

- Included in the School Improvement Plan
- Communicated during staff meetings
- Taken into account during staff Performance Management meetings

The appendices to the Equalities Policy will be updated by the school on an annual basis, in order to include accurate data relating to the whole school community. The Action Plan will be monitored termly and evaluated on an annual basis by the Headteacher/ SMT, in line with the School Improvement Plan. The Equalities Policy will be updated every three years.

7. Communication and Reporting

- The Equalities Policy is available on request to parents, visitors and members of the wider community

As a school we are fully committed to inclusive practice. To this end, we will continue to engage and consult with our whole school community on issues relating to further developing our practice. We welcome input and feedback from all stakeholders of the school relating to this policy.

Signatures and Dates

Signed:
(Headteacher)

Date: _____

Signed:
(Chair of Governors)

Date: _____

APPENDIX A

Details of the make-up of Cantonian High School population relating to gender, disability and race.

In the academic year 2008 - 2009 Cantonian has 874 pupils on role. There are 55 teaching staff and 19 teaching assistants. 45% of pupils are girls and 55% are boys. 21.5% are eligible for free school meals and 25% are on the SEN register. The school is currently in the process of gathering information about disabled pupils, in addition to those who are already on the SEN register, together with information about disabled parents, carers of pupils in the school, employees and school users.

Pupils are from a range of ethnic backgrounds with the main ethnic group being White (British) (84%) and the next biggest groups are Bangladeshi (2.5%), Somali (2%), Indian (2%) and White and black Caribbean (2%). There are 31 other nationalities represented in small numbers making up the rest of the school population.

The different faiths represented in the school are Christianity, Islam, Sikhism and Hinduism. The school has 3 Eastern European pupils. 14%, or 125, of our pupils have English as an Additional Language; of these pupils, the following numbers represent the first language spoken at home: English (62), Bengali (21), Somali (11), Gujarati (6), Punjabi (5), Farsi (3), Kurdish (2), Polish (2), Italian (2), German (1), Malay Indonesian (1), Serbo Croat (1), Pushtu (1), Burmese (1), Tagalog (1), Xhosa (1), Urdu (1), Arabic (1). No pupils speak Welsh as their first language.

85% of teaching and non-teaching staff are English-speaking White British. 9% of teachers are Welsh first language White British and 1 teacher is French first language Western European. There are also 3 bilingual Teaching Assistants whose first languages are Gujarati, Czech and Japanese.

APPENDIX B

Details of individual staff responsibilities relating to Equality.

The Headteacher takes overall responsibility for the school's Equality Scheme, including the school's Disability Equality Duty, Accessibility planning and the reporting of racist incidents to the LEA.

Mrs J Savage is responsible for overseeing the school's Equality Scheme, including the school's Disability Equality Duty, Accessibility planning and the reporting of racist incidents to the LEA. She is also responsible for overseeing provision for minority ethnic/ EAL pupils, for Race Equality and the reporting of racist incidents to the LEA.

Miss W Hopkins, SENCO, is responsible for overseeing provision for SEN learners.

