



EQUALITY AND DIVERSITY POLICY

Background information

Coed y Gof is a Welsh-medium primary school. Coed y Gof was established in 1985 on the current site. There are 335 pupils at Coed y Gof. There are 43 staff members.

	Number	%
No. on roll		
Free school meals		
ALN register		
SA +		
Statemented		

There are no disabled pupils in this academic year (2017 – 2018). Pupil and staff disability are administered by Cardiff Council, as opposed to the school.

The pupils come from limited ethnic backgrounds, with the majority of pupils considering themselves Welsh, and a few as British.

	Coed y Gof	
	Number	%
White British:	297	88.7
White European Other:	1	0.003
White Other:		
White and Asian:	2	0.006
White and Black African:	11	0.03
White and Black Caribbean:	18	0.05
White and Chinese:		
White and any other	3	0.009
Ethnic Background		
Indian		
Pakistani		
Bangladeshi		
Caribbean		

Latin/South/ Central American		
Occupational Traveller		
Other Ethnic group		
Other Mixed Background	2	0.006
Information Refused		
Information Not Obtained		

The school appreciates all of these individuals and their faith / secularism, culture and languages equally. No pupils withdraw from daily services.

Aim

The aim of this policy is to promote:

- equality and good relations where the diversity of pupils, staff, parents and the broader community is included, respected and appreciated
- equal chances for everyone, and get rid of illegal harassment and discrimination on the basis of race, disability, ethnicity, language, religion/belief, gender, gender reassignment, pregnancy/maternity, marriage/civil partnership status or sexual orientation.

Accommodating and Communicating the Equality Policy

Coed y Gof's Equality Policy is relevant to every one of the school's stakeholders, including the school's members who work full-time and part-time; that job-share, permanent or temporary. This policy is distributed to each of them. This complies with The Equality Act 2010.

Statement on Equality

The school is committed to working towards Equality, whatever the race, age, sex, religion or belief, sexual orientation, language or disability of individuals, and to creating an inclusive culture where each individual, no matter what their ability or background, has a chance to take part and is appreciated as a member of the school community. We therefore promote positive approaches to discrimination and foster respect towards people from every cultural background.

Stereotyped ways of thinking come from ignorance and they can restrict people's ambitions and lower their self-worth. The school appreciates and encourages people from every section of the local community to take part, and aims to offer

positive images which challenge stereotypes.

The school opposes all forms of prejudice and discrimination based on race, age, religion or belief, faith, sexual orientation, language or disability. Language or behaviour which is racist, homophobic or which could be harmful to any group will not be tolerated and will be challenged. The school takes seriously its responsibility to monitor and report incidents compelled by hate, and uses this information to plan the strategies which will overcome this stereotyped attitude. We will share this information with the LEA to help shape operations to beat hate crime across the City.

We recognise and celebrate the fact that people who have varied life experiences and backgrounds are included in Welsh and British society. It is important that every pupil is prepared to live in such a society.

Responsibilities

The Governing Body is responsible for:

- ensuring that the school complies with Equality legislation, and ensure that the Equality Policy and its procedures are followed.

The Head is responsible for:

- the Equality Policy, along with other school policies, and ensuring accessibility to them to every one of the school's stakeholders,
- ensuring that the policy and its procedures are followed,
- presenting information regularly to staff and governors concerning how the policy is working, and provide training if required,
- ensuring that all staff understand their responsibilities and get training and support in order to fulfil their obligations,
- taking appropriate steps in cases of harassment and discrimination.

All the staff are responsible for:

- dealing with incidents and other incidents of harassment or bullying,
- being able to recognise and deal with prejudice and stereotyping,
- promoting equality and good relationships between all the groups,
- having an understanding of the latest legislations on discrimination and take advantage of opportunities to receive training.

Monitoring and Reviewing

The Action Plan will be revised annually with the policy being monitored annually by the Governing Body.

This policy was written with the help and guidance of LA officers.

Communication and reporting:

The Equality Policy and the Action Plan are available to all school stakeholders at the school through various media:

Any appropriate information relevant to this policy is discussed at transition meetings held between Coed y Gof and other feeder schools for Ysgol Plasmawr.

They will also be discussed as part of the Coed y Gof Performance management procedures.