



YSGOL DERWEN / DERWEN FOUNDATION SCHOOL

'Developing Potential Through Educational Excellence'

DIVERSITY and EQUALITY POLICY

Description of School and its Community

The school was founded in 1893 as a Church in Wales School sited in a building which still remains in the centre of the village. This building was vacated in 1971 as the number of pupils had outgrown it and a new building was built on the current school site. This 'new' building remained until 1996 when a combination of factors including insufficient permanent accommodation, serious building defects, and the gaining of grant-maintained status, meant that a new building was necessary. The School completed a capital building programme in January 1996 to rebuild and extend the original premises which had replaced the original 19th Century School.

Situated near the edge of the village of Higher Kinnerton the School is at the heart of a vibrant and growing community on the Flintshire/Cheshire border. It is set in spacious grounds which include a sports field, 2 playgrounds, 2 Foundation Phase play areas with safety surfaces, and landscaped borders.

The building contains six classrooms, a nursery unit, a large glazed practical area (which includes a new kitchen area) surrounding a spacious hall, an ICT suite/reference library, an infant cloakroom/toilet block, a junior cloakroom/toilet block, kitchen, a study room, an administration suite and reception area.

The school's popularity has meant that two new annexes have been added to the building.

There has been significant private housing development in the village during the last 20 years and it is possible that further developments will occur over the next few years which are likely to place additional strain on the school accommodation.

The school is situated in the County of Flintshire with school funding delegated from Flintshire LEA.

There are currently 1675 people living in Higher Kinnerton which is classed as an urban/rural area with land predominately used for farming with very low deprivation statistics. Unemployment is below the averages for Flintshire and Wales. The village of Higher Kinnerton is a relatively safe place to live with low levels of crime. 20.4% of the village population is within the ages of 0-15 years.

The school accepts pupils from a wide area. Approximately 70% are from the immediate village with approximately 30% from outside the village. The majority of pupils are from owner occupied homes with low levels of deprivation.

The school learner population is 53% girls and 47% boys. Attendance is higher than school averages for Flintshire and Wales.

96% of the school's population are white/white British with the remaining 4% coming from Indian, white Asian or mixed background.

The majority (69%) of the pupil population come from a Christian background with 0.5% from a Hindu background and the remainder stating no religion or refused information.

English is the main language of the home (98%) with other languages being Spanish (1%), Telugu (.5%) and Welsh (.5%).

The attainment of pupils entering Ysgol Derwen is generally good and building on our mission statement of "Developing Potential Through Educational Excellence" ensures that the children consistently achieve a high standard of education at the school which is reflected in our end of key stage results.

Ysgol Derwen is a caring village school with a dedicated, professional staff offering a broad and balanced curriculum. In all aspects of school life we aim to express the traditional values of respect and care for others irrespective of gender and race and we are committed to the practice of equal opportunities.

A high standard of behaviour is expected and we encourage our children to develop self-discipline, initiative and a responsible attitude to their work, to other children and adults, to property and to the community at large.

All pupils in the Foundation Phase experience the areas of learning mainly through the medium of English. English is the main teaching medium at KS2. Welsh is taught as a second language in KS2, and some aspects of some subjects may be taught in Welsh.

English is the language of the day to day business of the school, but some Welsh is also used as a language of communication with the pupils with the aim of improving their capacity to use everyday Welsh. The school communicates with parents either in English or in both languages.

The normal expectation is that pupils will transfer to English medium secondary provision and continue to learn predominantly through the medium of English, learning Welsh as a second language.

At any one time some 10% of the learner population has recognized additional learning needs with approximately 3% on School Action Plus and 7% on School Action.

Description of Policy Formation and Consultation Process

Name of the School's Diversity and Equality Coordinator: *Richard Jones*

This policy has been developed and produced by a steering group of headteachers from the Castell Alun consortium. It was also discussed and agreed by the staff, governing bodies and school councils of each school.

Before the policy statement was finalized the following groups in the schools and its community were consulted:

School Council
Senior Management Team
Governors
LEA PSE Adviser

Aims and Purpose of a Diversity and Equality Policy Statement

Ysgol Derwen fully endorse the statement by the County Council

Flintshire County Council is committed to promoting fairness and equality through all its activities; through the Council's roles as service provider and commissioner, employer and community leader. The Council supports the following definition from the national Equalities Review in 2007: "An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and can be."

The overarching aim of Flintshire's Diversity and Equality Policy is to:-

- Eliminate unlawful discrimination and harassment;
- Promote equality of opportunity; and
- Promote good relations between diverse communities

in the Council's delivery of services, goods, works and facilities, provision of grants, in engagement with partners and communities in the county and employment policies and practices.

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:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race,
- religion or belief

- sex
- sexual orientation

and to other personal characteristics and identity, including, for example social class, language, caring responsibilities or educational background

➤ **Reduce Unequal Outcomes in Education to maximize individual potential:**

- **Action area 1.1:** Reduce the educational attainment gap between boys and girls **at all key stages**
- **Action area 2.1:** Improve the attendance of children from all socio-economic groups

At Ysgol Derwen the aims of the Diversity and Equality policy statement are to:

- Ensure that an inclusive ethos is established and maintained;
- Ensure that the school is a place where everyone, irrespective of their age, disability, race, religion and belief, gender, gender identity, sexual orientation, family background and/or language feels welcomed and valued;
- Ensure that all pupils and staff are encouraged to reach their full potential;
- Protect the human rights of all pupils and staff, parents, governors and visitors to the school;
- Prepare pupils for the challenges, choices and responsibilities of their living in a diverse society;
- Empower pupils to participate in their communities as active citizens who take responsibility for themselves and each other;
- Foster and encourage positive attitudes and behaviour towards all members of the diverse community.

Environment and Ethos of the School
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We, at Ysgol Derwen, ensure that the aims listed above apply to and are inherent within the full range of our policies and practices including those that are concerned with:

For example

- Equality projects and courses; teaching of the national curriculum and foundation phase, PSWC and RE; strategies which use interactive and experiential approaches;
- Pupil's progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development.
- Valuing pupils and promoting positive relationships and self-esteem;
- Staff selection, recruitment and induction;
- Effective coordination and staff training and support;
- Partnership with parents and the community;
- Opportunities in school for pupils to participate in decision making;
- Extra-curricular experiences, such as school councils, clubs etc;
- Physical environment of the school is conducive to health and well-being

Addressing sexism, racism, xenophobia and homophobia

The school is opposed to all forms of discrimination based on person's age, disability, race, religion or belief, gender, gender identity, sexual orientation, family background and/or language. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated at Ysgol Derwen. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy statement and related procedures and strategies are implemented.

The **Headteacher** is responsible for implementing this policy statement; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- incorporate principles of equality and diversity into all aspects of their work.
- deal with any discriminatory incidents that may occur;
- know how to identify and challenge stereotyping or discrimination;
- support pupils in their class for whom English is an additional language;
- Provide reasonable adjustments for disabled pupils, staff and members of the school community;

Information and resources

The content of the policy will be known to all:

- staff;
- learners;
- parents, carers and guardians;
- governors;
- visitors who come into school if they request it
- members of the community

Religious Observance

The community at Ysgol Derwen respects the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Action Plan

School Equality Objective: 1	Reduce Unequal Outcomes in Education to maximise individual potential Action area 1.1: Reduce the educational attainment gap between boys and girls				
Evidence / Research	1.1 Data on educational attainment by boys and girls is held by the school.				
Measure Ref: 1.1	Reduce attainment gap between boys and girls by 10%				
Measures	Direction of Improvement	2018/19	2019/20	2020/21	2021/22 Aspirational Target
1.1 Gap in attainment levels	lower	8%	6%	3%	No differential
Action			Lead Officer / Partner	Time frame	Related measure
A1.1 Review teaching strategies in light of Estyn Report 'Closing the Gap Between Boys and Girls Attainment in Schools'			Headteachers of consortium	1 year, then review	
A1.2 Liaise with the Castell Alun consortium to establish a standard way to gather and record attainment information for groups of pupils who share protected characteristics.			Headteachers of consortium	1 year, then review	

*Reducing the gap in boys achievement is a national concern and to have 0% differential annually is an inspirational target that may never be achieved.
See School Data Analysis*

School Equality Objective: 2	Improve the attendance of children from all socio-economic groups Action area 2.1: Monitor attendance of and implement strategies for the improvement of attendance of children from all socio-economic backgrounds				
Evidence /Research	2.1 Schools hold data relating to attendance				
Measure Ref: 2.1	Increase the attendance by 1 %				
Measures	Direction of Improvement	2018/19	2019/20	2020/21	2021/22 Aspirational Target
2.1 Attendance	higher	95%	95.5%	95.7%	96%
Action			Lead Officer / Partner	Time frame	Related measure
A2.1 Review monitoring and improvement strategies as a consortium			Headteachers of consortium	1 year, then review	Attendance figures
A2.2 Collect and analyse data half-termly in line with the LA strategy			Headteachers of consortium	1 year, then review	Attendance figures

Attendance target has been achieved. School will continue to monitor attendance to ensure it remains high. See school Data Analysis.

Monitoring, evaluation and review of this Policy

Ysgol Derwen will collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.

Date of Policy. **Spring 2018**

Date approved by the Governing Body:

Chair of Governors_____

Headteacher_____

Reviewed Autumn 2022