

Cantonian High School

Ysgol Uwchradd Cantonian



THE BEST FROM EACH
SUCCESS FOR ALL

Equalities Policy

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Aims of the Equalities Policy

Cantonian High School is committed to an Equalities Policy that promotes equality of opportunity, in line with our 3 R's culture: Ready, Responsible and Respectful. This ensures that everyone is ready to learn, responsible for their own actions and respectful of the whole school and wider community.

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. The purpose of our Strategic Equality Plan (SEP) is to fulfill the duties to promote equality for people with 'protected characteristics' and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies.

Through the equality improvement actions and strategically planned tasks detailed in this document we aim to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We have based our Strategic Equality Objectives on local, regional and national priorities within education as well as feedback from engagement with our school community and our own school data. These actions are set out in Strategic Equality Plan for 2021-2025

Our Strategic Equality Objectives

Our chosen Strategic Equality Objectives are:

1. Reduce gaps in attainment and attendance between pupils from protected groups.
2. Develop the quality and use of our equality monitoring and data collection and progress of pupils from protected groups
3. Raise awareness of equality and diversity issues among pupils, staff and governors.

We have strategically planned tasks to enable us to meet these objectives. They are set out in the equalities plan. They cover all the relevant protected characteristics. They outline how we are taking action to fulfil both the general and specific duties.

Scope

The policy applies to all full time, part time, job-share, permanent, temporary and supply staff. It also applies to all pupils, parents, service users and visitors to the school, in line with Equality legislation and the school's legal responsibilities to promote equality in employment, education and access to services.

Equalities Summary Statement

At Cantonian High School, we expect the 'Best from Each, Success for All' by being 'ready, respectful and responsible'. We place wellbeing at the heart of our inclusive community, promoting high aspirations, resilience and ambition which is a key part of the character, culture and curriculum that runs through our school. We are committed to working towards equality which promotes equality of opportunity. We aim to foster positive attitudes to counter any anti-social behaviour aimed intentionally or unintentionally against a person's identity. This includes current or former employees, prospective, current and former pupils, service users and those with protected characteristics.

Protected characteristics are defined under the Equality Act 2010 as disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage/civil partnership and age (applies to over 18 years). We will eliminate discriminatory practices and customs which may threaten equality of opportunity. We will monitor our curriculum and pastoral role to broaden the perspectives of all pupils by helping them to understand the world in which they live, therefore promoting positive approaches to difference and showing respect to all.

Stereotypical ways of thinking are the result of ignorance and may result in low level self-esteem and limited aspirations. The school values and encourages involvement which aims to provide positive images that challenge stereotypical thinking. This is highlighted in our Behaviour framework, where the first of our 3Rs is 'Respect.'

The school is opposed to all forms of prejudice and discrimination to those with protected characteristics. Language or behaviour, which is racist, sexist, homophobic, disablist or potentially damaging to those with protected characteristics 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. All forms of prejudice and discrimination are recorded and logged on the platform My Concern and the school uses this data to to inform the themes that we teach across our curriculum; especially through Wellbeing lessons and Enrichment days. In line with policy we also share this information with the Local Authority to help shape actions to combat hate crime across the City.

We put in place reasonable adjustments for disabled employees, pupils and other members of the school community. We recognise people with protected characteristics and act sensitively to their social needs. As a school, we ensure equality in staff recruitment and development, regardless of protected characteristics.

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 recognise that they are part of a multicultural society. We aim to educate pupils and all members of the school community to understand others and value diversity in an inclusive and secure environment, preparing them for life in such a society.

Responsibilities

The Governing Body and management of the school are committed to working with all its partners to be proactive in promoting equal opportunities, fostering good relations and in tackling unlawful discrimination. They will encourage support and enable all pupils and staff from all protected characteristics to reach the highest standards possible as indicated in the school's vision statement and this equality policy.

The Governing Body is responsible for:

- Making sure the school complies with all relevant equality legislation, including the Equality Act 2010.
- Making sure the school's Equalities Policy and its procedures are followed and reviewed regularly.
- Addressing any serious breaches of this policy.

The Headteacher is responsible for:

- Making sure the Equalities Policy is readily available, along with related policies, e.g. 'Guidance on Responding to, and Dealing with, Racist Incidents', 'Anti Bullying Policy', Local Authority's 'Harassment Policy' etc., and that Governors, staff, pupils, parents and carers know about it.
- 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 and delegating responsibility where appropriate to enable investigations to be carried out.

The named person with responsibility for dealing with reported incidents of unlawful discrimination is Vicki Hull, Safeguarding Officer. Staff and pupils are aware of who the named person is.

The Assistant Headteacher: ALNCo & Inclusion, Nicola Thomas, is responsible for:

- Ensuring that the school regularly reviews and evaluates all policies and practices in relation to equalities, leading to the setting of targets which address aspects of inequality or disadvantage in all the school's activities.

All staff are responsible for:

- Promoting equality and good relations between all groups.
- Dealing with incidents of unlawful discrimination, victimisation, harassment and bullying in an appropriate manner.
- Being able to recognise and tackle bias and stereotyping.
- Promoting an inclusive learning environment both in and outside of the classroom.
- Supporting pupils within the school for whom English is an additional language.
- Striving to provide images and lesson plans that show positive images and are inclusive of people with protected characteristics,
- Attending relevant training and keeping up to date with equality legislation and issues.

Communication and Reporting

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. This information forms an integral part of our self-evaluation and improvement planning process and thus needs to be detailed enough for us to measure how we are delivering on Equalities duties.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible while recognising issues of sensitivity in relation to the different protected characteristics. The reason this process is important is to understand the full range of needs of the school community.

The plan has been drawn up in consultation with the senior management team of the school, the ALN and Inclusion department and governors. Involvement in the SHRN survey and pupil voice opportunities have ensured that pupils have contributed to the plan.

The Equalities Policy will be updated by the school on an annual basis, or sooner if changes in legislation mean an amendment is required, 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/ SLT, in line with the School Development Plan.

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.

The Equality Action Plan is:

- Communicated via briefings and during team meetings
- Forms part of the performance management system

The school's Equalities Policy is:

- Brought to the attention of all non-LA contractors or service providers as required.
- Brought to the attention of parents and carers as required.
- Available on request for visitors and members of the wider community

It should be made explicit that, where possible, the Equalities Policy and Action Plan will be made available in accessible formats and languages on request.

Complaints

Any person who believes that this policy has been breached by the school should make a complaint in accordance with the school's Complaints Policy.

Any breach of this Equalities Policy will be treated seriously. Every complaint will be investigated and investigations will be carried out independently and objectively. Complaints will be resolved in accordance with the procedures and timescales set out in the school's Complaints Policy.

Pupils who believe that they are a victim of discrimination, victimisation or harassment should talk to a member of staff.

Policy Review

Cantonian High School is committed to comply fully with the Equality Act 2010 and codes of practice in all areas of the school's activities and services as an employer and service provider. As a result, this policy will be reviewed annually or sooner if changes in legislation mean an amendment is required.

Agreed by Acting Headteacher:



Agreed by Chair of Governors:



Date of Issue: Autumn 2025

Date for Review: Autumn 2026