



Ysgol Gymunedol **Llangatwg**  
**Llangatwg** Community School

Main Road | Cadoxton | Neath | SA10 8DB

# Equality & Diversity Policy

Signed:  
Chair of Governing Body

Date Approved: 17th September 2024

Review Date: September 2025

Ysbrydoli Dyheu Llwyddo **Inspire Aspire Succeed**

## **Equality and Diversity Policy**

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### **1. Introduction**

The School is committed to promoting equality of opportunity for all members of its community, and values the rich diversity and creative potential that pupils with different backgrounds, skills and abilities bring to the School. The School is opposed to any form of discrimination, harassment or bullying on the grounds of any protected characteristic, and aims to create an environment where all current and prospective pupils are treated with dignity and respect and fairly with regard to their ‘protected characteristics’.

The School seeks to encourage greater awareness of its aims, policies and procedures in relation to equal opportunities and will provide information and training as required.

### **2. Unlawful discrimination**

The Act defines four kinds of unlawful behaviour (direct discrimination, indirect discrimination, harassment and victimisation) as defined below:

#### **2.1. Direct discrimination**

This occurs when one person treats another less favourably, because of a protected characteristic, than they treat – or would treat – other people. This describes the most clear-cut and obvious examples of discrimination (e.g. if the School were to refuse to let a pupil become a prefect because they are gay).

#### **2.2. Indirect discrimination**

This occurs when a “provision, criterion or practice” is applied generally but has the effect of putting pupils with a particular characteristic at a disadvantage when compared to pupils without that characteristic (e.g. if the School were to hold a parents’ meeting on a Friday evening, which would make it difficult for observant Jewish parents to attend).

#### **2.3. Harassment**

This is defined in the Act as “unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person”. This covers unpleasant and bullying behaviour, but potentially extends to actions which, whether intentionally or unintentionally, cause offence to a person because of a protected characteristic. Harassment in all its forms is unlawful and unacceptable.

## **2.4. Victimisation**

This occurs when a pupil is treated less favourably than they otherwise would have been because of something they have done (“a protected act”) in connection with the Act. A protected act might involve, for example, making an allegation of discrimination or bringing a case under the Act, or supporting another person’s complaint by giving evidence or information, but it includes anything that is done under or in connection with the Act. If a pupil has carried out a protected act themselves (e.g. making a complaint of discrimination against a teacher) then the pupil’s own good faith will be relevant (e.g. if the parent’s complaint is based on information from their child and the child was deliberately lying, it is not victimisation for the school to punish the pupil in the same way as it might do any other dishonest pupil). A pupil must not be victimised because of something done by their parent or a sibling in relation to the Act.

## **3. Failure to adhere to this policy**

The School will do its utmost to protect pupils from discriminatory behaviour by any individual or groups within the School. Allegations of discriminatory behaviour on the part of pupils or staff will be handled under the relevant policy: the pupils’ Behaviour Policy or the Staff Grievance / Disciplinary Policies.

## **4. Protected Characteristics**

It is unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:

- Sex (but please note the admissions criteria)
- Disability
- Sexual orientation
- Gender reassignment
- Religion or belief<sup>1</sup>
- Race (including colour, nationality and ethnic or national origins)

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<sup>1</sup>The Act defines “religion” as being any religion (e.g. all the major faith groups) and “belief” as any religious or philosophical belief (e.g. non-religious worldviews such as humanism); a lack of religion or a lack of belief are also protected characteristics.

- Age
- Marriage and civil partnership<sup>2</sup>

Everyone has at least some characteristics included in this list. (Also see the Protected Characteristics section below). The School aims to foster a sense of community in which all pupils are valued and can thrive regardless of any of these characteristics, and will seek to counter and discriminatory practices.

In teaching about sexual orientation and marriage and civil partnership, teachers must have regard to statutory guidance on sex and relationship education. For further information, please see the School’s PSHE and RSE Policies.

## **5. Admissions**

The School welcomes applications from candidates with as diverse a range of backgrounds as possible. Pupils are recruited on the basis of their merits, abilities and potential to take advantage of the particular educational provision of the School, which is suited to highly able and committed pupils.

In any review of selection criteria and procedures, the School will ensure that consideration is given to equal opportunities issues.

The School will not discriminate in relation to the protected characteristics listed above in its admissions processes.

There will be no discrimination against pupils with Additional Learning Needs and / or Disabilities, in so far as they have the academic ability to attend the School (which is selective). All pupils will have equal opportunity to access the curriculum.

For further information, please see the School's Admissions Policy.

## **6. Disability**

Definition of 'disability' The Act defines a 'disability' as when a person has 'a physical or mental impairment which has a substantial and long-term adverse impact on a person's ability to carry out normal everyday activities'. 'Disabled pupils', for the purpose of this policy, refers not only to those pupils with physical disabilities but could include, for example, those with health issues, including mental health, or learning disabilities if they meet the legal definition of 'disability'.

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<sup>2</sup> N.B. The last two of these protected characteristics ("Age" and "Marriage and civil partnership") do not apply to pupils within schools.

### **6.1. Disability and discrimination**

- Direct discrimination: the School will not treat a disabled pupil less favourably simply because that pupil is disabled.
- Indirect discrimination: the School will not do something which applies to all pupils but which is more likely to have an adverse effect on disabled pupils only unless the School can show that it is done for a legitimate reason and is a proportionate way of achieving that legitimate aim.
- Discrimination arising from disability: the School will not discriminate against a disabled pupil because of something that is a consequence of their disability (e.g. by not allowing a disabled pupil on crutches outside at break because it would take them too long to get out and back).
- Harassment: the School will not harass a pupil because of their disability (e.g. a teacher shouting at the pupil because their disability means that they are constantly struggling with classwork or unable to concentrate).

## **7. Reasonable adjustments**

The School is committed to providing full educational inclusion and will take reasonable steps to ensure all pupils have equal access to the School environment and all opportunities available.

Reasonable adjustments will be made to avoid putting disabled pupils at a substantial disadvantage in comparison with other pupils (the 'reasonable adjustment' duty).

Where the School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, the School is able to make to avoid their child being put at a substantial disadvantage. The school will carefully consider any proposals for aids and services in light of a pupil's disability and the resources available to the School.

Reasonable adjustments and pupils' behaviour Independent schools must comply with the Act in relation to pupil exclusions. The Act does not prohibit schools from excluding pupils with a protected characteristic but does prohibit schools from excluding pupils because of their protected characteristic or from discriminating unlawfully during the exclusion process. Schools also have a duty to make reasonable adjustments to the exclusions process for disabled pupils.

For further information, please see the School's ALN Policy.

## **8. Curriculum and Teaching**

The Act explicitly states that the content of the School's curriculum is excluded from discrimination law.

However, the delivery of the curriculum is explicitly included. As such, the School will ensure that the way in which its teaching covers issues, thoughts and ideas of all kinds does not subject individual pupils to discrimination in relation to the protected characteristics listed above. Staff are expected to be sensitive about equal opportunities in their teaching and guard against the transmission, through the content and delivery of the curriculum, of attitudes which stereotype people or label individual pupils as inferior or limited. This includes through the planning of lessons, teaching methods, classroom resources, behaviour management, etc., and through the 'hidden lessons' implicit in other activities about their value as a person, their human rights, the options available to them and their expectations for adult life.

For further information about the content and delivery of the curriculum, please see the School's Curriculum and Teaching and Learning Policies.

## **9. Raising awareness**

All school staff are expected to implement this policy on equal opportunities. Use is made of assemblies, PSHE, the curriculum and the co-curricular programme to:

- Help pupils to develop self-esteem and recognise that they are valued as individuals
- Promote respect for each other within the school community
- Promote positive images and role models to challenge prejudice and raise awareness of related issues
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures, and so enable pupils to contribute actively to the process of education by bringing to it their cultural experiences, values and perspectives
- Understand why and how we deal with offensive language and behaviour
- Understand why we will deal with any incidents in a sensitive manner and as promptly as possible

## **10. Review of policy**

The School is committed to the continuing development and review of its policies and procedures to ensure equality of opportunity and treatment to current and prospective pupils. The School will also, where necessary and appropriate, introduce new policies and procedures.

This policy will be reviewed annually (or more regularly where required) and be approved by governors.