



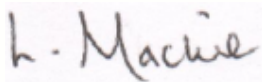
Llangatwg Equality & Diversity Policy

Date Adopted: 16.09.2025

Review Date: Autumn Term Annually

Signed: 

David Williams, Chair Governing Body



Signed:

Lauren Mackie, Headteacher



Equality and Diversity Policy

1. Introduction

Llangatwg Community School is committed to promoting racial equality, eliminating unlawful racial discrimination, and fostering positive relationships among all members of our school community. We celebrate diversity and aim to build an inclusive environment where everyone feels respected, valued, and empowered.

Llangatwg Community 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'.

Llangatwg Community 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 Llangatwg Community School were to downgrade a black student's work unfairly and racist jokes from classmates are dismissed by staff, leaving the student feeling excluded and unsupported).

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 Llangatwg Community 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 Llangatwg Community 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

Llangatwg Community School will do its utmost to protect pupils from discriminatory behaviour by any individual or groups within Llangatwg Community 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 belief¹
- Race (including colour, nationality and ethnic or national origins)

¹The 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 partnership²

Everyone has at least some characteristics included in this list. (Also see the Protected Characteristics section below). Llangatwg Community 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 Llangatwg Community School’s PSHE and RSE Policies.

5. Admissions

Llangatwg Community 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 Llangatwg Community School, which is suited to highly able and committed pupils.

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

Llangatwg Community 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 Llangatwg Community School (which is selective). All pupils will have equal opportunity to access the curriculum.

For further information, please see Llangatwg Community 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'.

² 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: Llangatwg Community School will not treat a disabled pupil less favourably simply because that pupil is disabled.
- Indirect discrimination: Llangatwg Community 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 Llangatwg Community 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: Llangatwg Community 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: Llangatwg Community 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

Llangatwg Community School is committed to providing full educational inclusion and will take reasonable steps to ensure all pupils have equal access to Llangatwg Community 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 Llangatwg Community School is required to consider its reasonable adjustments duty, it will consult with parents about what reasonable adjustments, if any, Llangatwg Community School is able to make to avoid their child being put at a substantial disadvantage. Llangatwg Community School will carefully consider any proposals for aids and services in light of a pupil's disability and the resources available to Llangatwg Community 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 Llangatwg Community School's ALN Policy.

8. Curriculum and Teaching

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

However, the delivery of the curriculum is explicitly included. As such, Llangatwg Community 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 Llangatwg Community 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 Llangatwg Community 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

Llangatwg Community 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. Llangatwg Community 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.