

Cefn Saeson Comprehensive School

Ysgol Gyfun Cefn Saeson

EQUALITY POLICY



Created	September 2026
Approved by Governors	14 th September 2026
Headteacher	Ms C Jones
Chair of Governors presently	Mr S John

Equality Policy *(Including Strategic Equality Plan)*

1. Statement of Intent

Cefn Saeson is committed to promoting equality, celebrating diversity, and ensuring that all members of the school community are treated with dignity and respect. We aim to create an inclusive environment where everyone can flourish and achieve their full potential.

This policy reflects our duties under the Equality Act 2010 and the Public Sector Equality Duty (PSED) as applied in Wales.

2. Legal Framework

This policy is underpinned by:

- Equality Act 2010
 - Public Sector Equality Duty (Wales) Regulations 2011
 - Human Rights Act 1998
 - Additional Learning Needs and Education Tribunal (Wales) Act 2018
 - Welsh Government guidance on inclusion, wellbeing, and safeguarding
-

3. Protected Characteristics

We recognise the following protected characteristics under the Equality Act 2010:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including ethnicity, nationality, and culture)
 - Religion or belief
 - Sex
 - Sexual orientation
-

4. Our Equality Aims

In line with the Public Sector Equality Duty, the school will have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation

2. Advance equality of opportunity between people who share a protected characteristic and those who do not
 3. Foster good relations between people who share a protected characteristic and those who do not
-

5. Roles and Responsibilities

Governing Body

- Ensure compliance with equality legislation
- Monitor and review the implementation of this policy and the Strategic Equality Plan

Headteacher and Senior Leadership Team

- Promote equality across all aspects of school life
- Ensure staff understand and fulfil their equality responsibilities
- Address discrimination and prejudice promptly

Staff

- Uphold equality principles in teaching, assessment, behaviour management, and professional conduct
- Challenge discrimination and report concerns in line with school procedures

Pupils

- Treat others with respect
- Report discriminatory behaviour

Parents and Carers

- Support the school's equality and inclusion objectives
-

6. Curriculum, Teaching and Learning

The school will:

- Provide a broad, balanced and inclusive curriculum
- Embed equality, diversity and anti-discrimination themes across subjects
- Use teaching materials that reflect diverse cultures, identities and experiences
- Ensure assessment and feedback are fair and accessible

7. Behaviour, Bullying and Prejudice-Related Incidents

- Discriminatory language, bullying or harassment is not tolerated
 - All incidents will be recorded, investigated, and acted upon
 - Patterns and trends will be monitored to inform prevention strategies
-

8. Employment and Staffing

The school will:

- Follow fair recruitment, selection and promotion procedures
 - Support staff wellbeing, flexible working and reasonable adjustments
 - Ensure equality in professional development and performance management
-

9. Accessibility and Reasonable Adjustments

We will:

- Anticipate the needs of disabled pupils, staff and visitors
 - Make reasonable adjustments where required
 - Align this policy with the school's **Accessibility Plan** and **ALN policies**
-

10. Strategic Equality Plan (SEP)

Purpose

The Strategic Equality Plan sets out how [School Name] will meet its equality duties over a four-year cycle.

Equality Objectives

Objective 1: Inclusive Achievement

Reduce attainment gaps for learners with additional learning needs, disabilities, and care-experienced pupils.

Objective 2: Wellbeing and Belonging

Strengthen student and staff wellbeing by promoting a culture of respect, inclusion and positive relationships.

Objective 3: Bias-Free Practice

Improve staff confidence and consistency in challenging prejudice, discrimination and unconscious bias.

Objective 4: Access and Participation

Ensure all pupils can fully access learning, extracurricular activities and leadership opportunities.

Actions and Monitoring

The school will:

- Collect and analyse equality data (attendance, attainment, exclusions, bullying)
 - Consult with pupils, staff, parents and carers
 - Provide regular equality and safeguarding training
 - Review progress annually and publish updates as required
-

11. Consultation and Engagement

We will consult with:

- Learners (including learner voice groups)
 - Staff and trade unions
 - Parents/carers
 - External agencies where appropriate
-

12. Monitoring, Review and Reporting

- This policy and the Strategic Equality Plan will be reviewed at least every four years
 - Progress against equality objectives will be monitored annually
 - Information will be published in line with Welsh regulations
-

13. Links to Other Policies

- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding Policy
- Additional Learning Needs Policy

- Accessibility Plan
- Staff Code of Conduct

11. Review and Approval

Date adopted: 14th September 2026

Review date: Autumn 2027

Signed: Chair of Governors

A handwritten signature in black ink, appearing to read 'Stephen', with a stylized flourish at the end.