St David's College

— Est. 1965 —

EQUALITIES AND DISCRIMINATION POLICY

Equalities and Discrimination

Date	Review Date	Monitoring	Coordinator	Nominated Governor
17/09/2026	17/09/2027	Annual by Main Board	Nicola McDonald	Keith Sinclair

St David's College has a strong Christian ethos as set out in our trust documents (which can be seen on the Governors Page of the School website). At the heart of our Christian values, is our aim of providing equality of opportunity and actively encouraging both pupils and staff to achieve their best, receive acknowledgement for their successes and at all times build selfesteem, the crucial foundation for personal achievement. The College provides equality of opportunity and an environment free from discrimination pursuant to our Christian ethos, which is parallel to fundamental British values and laws.

The "family atmosphere" deliberately cultivated is primarily aimed at providing a feeling of security for students, many of whom have experienced a strong sense of failure and rejection in previous educational institutions. All staff are encouraged to feel a sense of ownership in the College and thus play their part in the decision-making process.

Should difficulties arise, individual staff members have a choice of routes to express their concerns and can do so in complete confidence. If they feel that the matter cannot be resolved by the Head of Department, they may speak to any member of SLT. The Chaplain is an obvious choice since his guarantee of confidentiality is universally recognised through his ordained status. Any reports of discrimination or bullying towards staff would be investigated by the Headmaster (or his Deputy in his absence), the Board of Governors informed and, should disciplinary action be necessary, it would be subject to the approval of the Governors.

Should a member of staff have a complaint against the Headmaster, this should be reported to the Bursar, who is also Clerk to the Governors and appointed directly by the Governors. Any inquiry and subsequent disciplinary action would be in the hands of the Board of Governors.

Under the Equality Act 2010, St David's will not discriminate against disabled people applying for jobs, or against existing disabled staff. It is unlawful discrimination for an employer to treat a person less favourably than others for a reason to do with disability unless the treatment can be justified by the employer. The Act also imposes a duty on employers to make reasonable adjustments if the premises or employment arrangements substantially disadvantage a disabled person compared with a non-disabled person. Examples of adjustments might be the installation of a ramp for an employee who uses a wheelchair. Holding meetings on the ground floor rather than on the first floor. Displaying staff notices in large print, Braille or on audiotape for someone with a visual impairment.

Complaints about disability discrimination in education may be heard by the **Special Educational Needs Tribunal for Wales** (**SENTW**). SENTW will be able to order such remedy as it sees fit except financial compensation.

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Human Rights Act 1998
- Gender Recognition Act 2004
- Equality Act 2010
- The Independent School Standards (Wales) 2024
- National Minimum Standards for Boarding Schools

We understand that the Equality Act 2010 combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.

We recognise that this Act brings together into one Act those areas now known as 'protected characteristics' that qualify for protection from discrimination such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We believe that everyone has the right to be treated with dignity and respect. We are opposed to any direct or indirect discrimination and will operate the College in accordance with the law minimise the distress and disruption to pupils and school personnel who hold a protected characteristic.

We all have a responsibility to ensure equality permeates in to all aspects of school life and want everyone connected with this school to feel safe, secure, valued and of equal worth.

We have high expectations of all pupils from across the ability range and aim to provide them with every opportunity to succeed with the highest standards of teaching and learning within a curriculum that is broad, balanced, differentiated, relevant and exciting. We will monitor the progress of all pupils in order for them to achieve their expected targets.

We are opposed to any member of the school personnel or others connected with the school being victimised, harassed or bullied by another based on assumptions about their status in the afore mentioned protected characteristics or on any other grounds including their political opinions or beliefs where protected by law..

Aims

- To introduce and put into practice the Equality Act 2010 that combines and builds upon the existing legislation covering discrimination and promotion of equality of opportunity.
- To treat everyone equally irrespective of any protected characteristic they hold.
- To minimise the distress and disruption to those pupils and school personnel who have a protected characteristic.
- To achieve the highest standards of teaching and learning for all children.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

Role of the Governing Board

The Governing Board has the responsibility to:

- comply with all aspects of the Equality Act 2010;
- delegate powers and responsibilities to the Headmaster to ensure that this policy is embedded into the culture of the school;
- delegate powers and responsibilities to the Headmaster to ensure all school personnel and stakeholders are aware of and comply with this policy;
- have in place a school accessibility plan in order to provide access to the school building/s for all disabled people; The School will review and maintain its Accessibility Plan and make reasonable adjustments for pupils, staff and visitors where required. While it is not required for every pupil to access all areas of the school, the school ensures that each pupil can fully participate in their education and school life.
- ensure that the school complies with all equalities legislation;
- nominate a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- The school actively upholds the principles of the Equality Act 2010, ensuring that all operational practices and decision-making processes are fair, inclusive, and free from discrimination.
- ensure funding is in place to support this policy;
- ensure this policy and all policies are maintained and updated regularly; ▪ ensure all appropriate policies are made available to parents; ▪ nominate a governor to:

  ☐ work closely with the Headmaster and the coordinator; ensure this policy and other linked policies are up to date.

Role of the Headmaster and Senior Leadership Team

The Headmaster and the Senior Leadership Team will:

- ensure that this policy is embedded into the culture of the school;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality inclusion and community cohesion;
- record and deal with incidents of racism, bullying and other inappropriate behaviour;
- seeking advice from appropriate agencies in order to ensure that this policy is kept up to date;
- ensure equal opportunities is covered in the school improvement plan, in all subject policies and curriculum plans;
- monitor and analyse the performance of different groups of pupils within the school;
- regularly reporting to the Governing Board on the standards achieved by different groups within the school;

- highlight and share positive activities that help to tackle educational disadvantage;
- ensure the accessible is carefully monitored and reviewed annually; ▪ provide guidance, support and training to all staff; ▪ monitor the effectiveness of this policy by:

  - ☐ scrutinising teachers planning
  - ☐ scrutinising pupils work
  - ☐ observing pupils throughout the school day
  - ☐ classroom monitoring of pupil progress
  - ☐ analysis of questionnaires and surveys with pupils, parents/carers and school personnel
  - ☐ analysis of pupil data

- annually report to the Governing Board on the success and development of this policy.

Role of School Personnel

School personnel will:

- act as positive role models in order to promote equality throughout the school community;
- abide by and adhere to this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination and unequal treatment to the Senior Leadership Team;
- maintain an overall school ethos of respect and tolerance for one another;
- promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour; racial harassment and bullying;
- have high expectations of all pupils;
- carefully monitor all groups of pupils to ensure that they make progress and achieve their targets;
- promote equality through curriculum planning;
- ensure planning is differentiated in order to provide full access for all pupils;
- provide specialised resources for pupils with disabilities;
- create a positive classroom ethos and is welcoming to both sexes;
- ensure pupils feel valued and have individual targets;
- be open to the views of pupils;
- encourage pupils to share their experiences of different cultures and different religions; ▪ provide positive classroom displays of pupils work;
- attend appropriate training sessions;
- report any concerns they have on any aspect of the school community.

Role of Pupils

Pupils will:

- be aware of and comply with this policy;

- recognise that they have a role and responsibility to promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour;
- tackle bias and stereotyping;
- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and harassment and understand the action needed to report these
- learn to take pride in their work;
- produce work of a high standard;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- participate fully in all lessons;
- insist on good pupil conduct;
- participate in discussions concerning progress and attainment;
- treat others, their work and equipment with respect;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- talk to others in a calm manner and use language which is neither abusive nor offensive; ▪ take part in questionnaires and surveys.

Recruitment Process

Our recruitment process is subject to the Equality Act 2010 which provides protection from prohibited acts in employment for those with protected characteristics.

St David's College has been registered as an independent school with a Christian religious character by the Welsh Government. In view of this designation, education law provides an exemption in the recruitment and employment of teaching staff to allow the College to give preference to applicants that share religious opinions that are in accordance with the tenets of the Christian faith designation of the College, attend worship in accordance with those tenets or are willing to teach Religious Education in accordance with the Christian faith.

We may also be exempt from provisions of the Equality Act when a role within the College has a genuine occupational requirement, for example, the role of our Chaplain.

Complaints

Allegations of discrimination, harassment, bullying or victimisation will be investigated promptly in accordance with the School's Complaints Policy, Grievance Procedure, Staff Disciplinary Procedure and Anti-Bullying Policy as appropriate.

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;

- nurture their children in accordance with the principles of equality set out in this policy;
- be asked to take part periodic surveys conducted by the school

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with school personnel
- information displays in the main school entrance

Training

All school personnel:

- have equal chances of training, career development and promotion ▪ receive training on this policy on induction which specifically covers:

  - ☐ Ethos
  - ☐ Equal opportunities
  - ☐ Inclusion ☐ Anti-bullying ☐ Assessment
  - ☐ Curriculum
  - ☐ Pupil Behaviour & Discipline
  - ☐ Sex & Relationships
  - ☐ Teaching & Learning

- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Equality

Under the Equality Act 2010, St. David's has a duty not to discriminate against any of the protected characteristics. Due regard has been given to equality law when developing and implementing St David's policies, practices and day-to-day activities. St David's will continually monitor the way this policy operates to ensure it does not unlawfully discriminate, permit harassment or victimisation, or limit equality of opportunity. St David's is committed to meeting its obligations under the Equality Act 2010 at all times.