



VENERABLE EDWARD MORGAN CATHOLIC PRIMARY SCHOOL

DIVERSITY AND EQUALITY POLICY

(incl. Strategic Equality Plan & Equality Objectives)

This sets out a framework by which to work.

Approved On:	September 2025
Next Review:	Autumn 2026
Signed:	Cllr D L Mackie

**“LEARN, BELIEVE, ACHIEVE TOGETHER.”
“DYSGWCH, CREDWCH, CYFLAWNWCH GYDA’CH GILYDD.”**

Name of School Venerable Edward Morgan Catholic Primary School

Date of Policy September 2024

Named Individual(s) of the School Community Responsible – Mrs R Langley (Headteacher); Mrs Doreen Mackie (Chair of Governors)

Description of School and its Community

The Venerable Edward Morgan Catholic School serves the area of Deeside to provide a Catholic education for the local parishes. We provide an environment founded upon the sound social and moral values the Church teaches. Within this environment and through our liturgies, assemblies and acts of worship our children grow intellectually, spiritually and morally as young Christians.

69% of the school population is white British, 7.7% are Traveller of Irish Heritage and the remaining 23.3% come from other ethnic groups including Black European, Bulgarian, Romanian, Russian, Lithuanian, Polish, White and Black African, Sierra Leonian, Sinhalese and Indian

The school draws pupils from the local areas of Connah's Quay, Queensferry, Shotton and the areas surrounding.

The school learner population is 50.2% female and 49.7% male.

The majority of the school community are from Roman Catholic, Anglican and Church in Wales religious heritage.

All Learners are proficient in English. There are however 45 pupils whose first language spoken is Polish, Bulgarian, Romanian, Russian, Lithuanian, Polish, Sinhalese and Indian.

At present 20 pupils 11% of the learner population is recognised as having additional learning needs, none of which have a statement. 11 pupils have an IDP.

Description of Policy Formation and Consultation Process

Name of the School's Diversity and Equality Coordinator: **Mrs R Langley**

This policy has been developed and produced by a steering group consisting of the following individuals:

Mrs R Langley – Headteacher
Schools Governing Body

Before the policy statement was finalised the following groups in the schools and its community were consulted:

Senior Management Team
Governors

Aims and Purpose of a Diversity and Equality Policy Statement

Venerable Edward Morgan School fully endorse the statement by the County Council.

Flintshire County Council is committed to promoting fairness and equality through all its activities; through the Council's roles as service provider and commissioner, employer and community leader. The Council supports the following definition from the national Equalities Review in 2007: "An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and can be."

The overarching aim of Flintshire's Diversity and Equality policy is to:-

- Eliminate unlawful discrimination and harassment;
- Promote equality of opportunity; and
- Promote good relations between diverse communities

in the Council's delivery of services, goods, works and facilities, provision of grants, in engagement with partners and communities in the county and employment policies and practices.

The Policy applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of the protected characteristics as identified in the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race,
- religion or belief
- sex
- sexual orientation

and to other personal characteristics and identity, including, for example social class, language, caring responsibilities or educational background

At Venerable Edward Morgan School the aims of the Diversity and Equality policy statement are to:

- Ensure that an inclusive ethos is established and maintained;
- Ensure that the school is a place where everyone, irrespective of their age, disability, race, religion and belief, gender, gender identity, sexual orientation, family background and/or language feels welcomed and valued;
- Ensure that all pupils and staff are encouraged to reach their full potential;
- Protect the human rights of all pupils and staff, parents, governors and visitors to the school;
- Prepare pupils for the challenges, choices and responsibilities of their living in a diverse society;
- Empower pupils to participate in their communities as active citizens who take responsibility for themselves and each other;
- Foster and encourage positive attitudes and behaviour towards all members of the diverse community.

Environment and Ethos of the School

We, at **Venerable Edward Morgan**, ensure that the aims listed above apply to the full range of our policies and practices including those that are concerned with:

For example

- Equality projects and courses; teaching of the national curriculum, PSE and RVE; strategies which use interactive and experiential approaches;
- Pupil's progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development.
- Valuing pupils and promoting positive relationships and self-esteem;
- Staff selection, recruitment and induction;
- Effective coordination and staff training and support;
- Partnership with parents and the community;
- Opportunities in school for pupils to participate in decision making;
- Extra-curricular experiences, such as school councils, clubs etc;
- Physical environment of the school is conducive to health and well-being
- Other as appropriate.....

Addressing Sexism, Racism, Xenophobia and Homophobia

The school is opposed to all forms of discrimination based on person's age, disability, race, religion or belief, gender, gender identity, sexual orientation, family background and/or language. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated at Venerable Edward

Morgan School. The school's anti-bullying policy and strategy clearly outlines the course of action in such circumstances.

Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy statement and related procedures and strategies are implemented.

The **Headteacher** is responsible for implementing this policy statement; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- incorporate principles of equality and diversity into all aspects of their work;
- deal with any discriminatory incidents that may occur;
- know how to identify and challenge stereotyping or discrimination;
- support pupils in their class for whom English is an additional language;
- Provide reasonable adjustments for disabled pupils, staff and members of the school community;

Information and Resources

The content of the policy will be known to all:

- staff;
- learners;
- parents, carers and guardians;
- governors;
- guest-speakers who come in to school;
- members of the community if they request it.

Religious Observance

The community at **Venerable Edward Morgan School** will respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Action Plan

Equality Objective 1.

Reduce the educational attainment gap between FSM and Non- FSM

Our Research:

School Data Analysis , Teacher assessment

Information from Engagement:

- School to use range of testing to track pupils progress more effectively and collate data on school database.
- Termly pupil progress meetings with SLT , ALNCO and Class teacher
- School to provide bespoke interventions to address areas of need

Data Development:

To further analyse and compare year group data and target setting.

This objective will be judged to be successful if...

- There is an increase of FSM pupils achieving standardise score of 90 and above

Actions:

	Description	Responsibility	Start date	End date
1.1	School to use variety of tracking data to improve target setting	Mrs R Langley	Sept 23	July 2026
1.2	Staff to analyse data with SLT and ALNCO to highlight areas for improvement. Set reliant interventions for pupils underachieving	SMT	Sept 2023	July 2026
1.3	Extra ICT equipment and software provided to support those targeted children. ICT development programme to support staff and pupils	Mrs R Langley ALNCO	Sept 2023	July 2026

Equality Objective 2.

Improve the attendance of identified groups of learners.

Our Research:

School attendance figures.

School Data Analysis

Information from Engagement:

- Attendance Awards
- Class Attendance Awards
- Parents Letters / Newsletters
- Interim reports
- IWO meetings with parents and Headteacher

Data Development:

To continue to regularly analyse attendance figures for pupils.

To monitor pupils attendance and share information with EAL and Traveller services and EWO.

This objective will be judged to be successful if...

- There is an improvement in the attendance of identified groups of learners.
- There is evidence to demonstrate improvement in pupil's educational attainment levels due to improved and regular attendance.

Actions:

	Description	Responsibility	Start date	End date
1.1	To regularly analyse attendance figures for pupils with EWO and liaise with parents.	Headteacher / EWO	Summer Term 2024	On-Going
1.2	School to promote good attendance with weekly attendance cup and 100% attendance awards	Headteacher	Summer 2024	On-Going

Equality Objective 3.

Increase the Attainment Levels for EAL pupils in both Key Stages.

Our Research:

School Data Analysis , Teacher assessment, baseline

Information from Engagement:

- Improve EAL pupils attainment levels in Oracy
- Improve EAL pupils attainment levels in Reading
- To ensure prompt involvement with outside agencies for pupils with additional needs within the identified group of learners.

Data Development:**Teacher Assessments.**

Reading Test and other standardise test data,

Attendance figures.

Termly pupil progress meetings

Meetings with EAL support teacher

This objective will be judged to be successful if...

- There is an increase pupil's attainment
- There is evidence to demonstrate improvement in attendance from identified groups of learners.

Actions:

	Description	Responsibility	Start date	End date
1.1	Termly meetings with Headteacher, ALNCo to highlight concerns and follow pupil progress.	Headteacher	Summer Term 2024	On-Going
1.2	ALNCO to liaise with EAL support staff to ensure the correct pupils are targeted	ALNCO	Summer Term 2024	On-going
1.3	ALNCO to meet regularly with class teacher's to review pupil progress data and follow up any concerns	HT / ALN's Teacher	Sept 2025	On-Going

Monitoring, Evaluation and Review of this Policy

Venerable Edward Morgan School will collect study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.