



# YSGOL RHOSNESNI

## Equality Objectives January 2023

### **Protected Characteristics and Equality Objectives at Ysgol Rhosnesni**

Date reviewed:	January 2023
Version V4:	Reviewed Annually

## School Context – Rhosnesni Pupils

This section provides information on the composition of the pupil population at Rhosnesni with respect to 'protected characteristics' outlined in the Equality Act (2010).

The protected characteristics for pupils are disability, gender reassignment, pregnancy and maternity, race (ethnicity), religion and belief, sex (gender) and sexual orientation.

School leaders and Estyn Inspectors should evaluate the progress of particular groups of pupils who may, or may not, have protected characteristics. For example: pupils eligible for free school meals (FSM), boys and girls, pupils with English as an additional language (EAL), pupils with reduced timetables or regularly receiving education off-site, those from minority ethnic groups and children who are looked after by local authorities.

For pupils with ALN, judgements about achievement should take account of information about their individual needs and abilities. School leaders and Estyn Inspectors should consider the rate of progress these pupils make in relation to their individual targets and starting points.

### Number of pupils on roll: 1041

**Gender (%):** Male: 53%      Female: 47%      Other: 0

### Special Educational or Medical Needs and Disability:

Pupils with ALN Statement/IDP: 64 Pupils or 6%

Pupils with Medical Condition: 117 Pupils or 11%

**Looked After Children:** There are currently 13 students looked after by local authorities.

EAL - Pupils with English as an Additional Language		
Number of EAL Pupils	148	14%

Free School Meals		
Number of Pupils Eligible	267	26%
Number of Pupils Transitionally Protected	369	35%

Ethnicity and Race	Number
Arab	3
Asian and Chinese	1
Asian and any other ethnic group	3
Bangladeshi	3
Black European	2
Bulgarian	7
Chinese + any other ethnic group	2
Czech	1
Greek/Greek Cypriot	1
Indian	3
Information Refused	8
Iranian	1
Iraqi	2
Italian	2
Kosovan	1
Kurdish	3
Latin/South/Central American	1
Latvian	1
Nigerian	3
Other Asian	1
Other Ethnic Group	1
Other mixed background	1
Other Pakistani	1
Other White	1
Polish	65
Portuguese	11
Romania	4
Slovakian	3
Syrian	1
Turkish/Turkish Cypriot	4
Ukrainian	2
White - British	870
White European Other	9
White and Asian	5
White and Black African	4
White and Black Caribbean	2
White and any other ethnic group	7
Yemeni	1

# **Ysgol Rhosnesni Equality Objectives 2023/2024**

## **Equality Objective 1 - Sexual Orientation/Gender Reassignment**

- (a) To educate students about diversity and equality legislation
- (b) To foster respect and celebrate difference
- (c) To eradicate homophobic/transphobic language and behaviours

### **Strategies:**

- School's core values of Respect, Honesty and Success (RHS)
- PSE lessons
- Assemblies/competitions/displays
- Promoting LGBT+ role models within the school, locally and nationally
- LGBT+ focus week with guest speakers and equality & diversity themes
- Strong links with Stonewall – Stonewall school and college champion membership
- Rainbow Club
- Raising awareness of LGBT+ – staff training (Educare)
- Implementation of revised RSE policy based on new statutory guidance and code

## **Equality Objective 2 – Disability**

- (a) To promote positive attitudes towards disability and inclusion
- (b) To provide an accessible and inclusive learning environment
- (c) To raise the educational achievement of students with ALN

### **Strategies:**

- Equality and diversity - staff training (Educare)
- Autism awareness - staff training (Educare)
- Hearing impairment training – (HI Team)
- Promoting wheelchair friendly learning environments and classroom layout
- Assemblies and PSE Sessions promoting inclusivity and diversity
- Equality impact assessment of Accessibility Plan
- Greater involvement of disabled students in leadership and peer mentoring
- Continued nurture/resource base support for extra-curricular activities

## **Equality Objective3 – Sex Discrimination**

- (a) To promote amongst our female students those career pathways and professions which are disproportionately chosen by men
- (b) To raise female participation and achievement in sport, science, technology, engineering and mathematics
- (c) To educate all students about sexual violence and sexual exploitation

### **Strategies:**

- Careers and Work Related Experience (CWRE) activities
- A culture of high aspirations and academic success for all students
- Positive action to promote STEM subjects and activities
- PSE lessons – focus on peer-on-peer abuse and misogyny
- Robust action in response to misogynistic language or behaviours
- Assemblies/displays/female role models from a variety of professions
- Information, advice and projects which specifically promote female entrance to disproportionately male industries, occupations and further/higher education courses
- Positive action to promote historically male-dominated sports to female students
- Raising awareness on peer-on-peer abuses - staff training (Educare)
- Implementation of revised RSE policy based on new statutory guidance and code
- Consistently robust responses and multi-agency approaches to allegations of peer-on-peer abuse