

## Flint High School Diversity & Equality Action Plan-Review June 2016

- In 2013 we set out six aims to improve diversity and equality in our school.
- We have used a RAG grading to assess the impact of the policy. **Red**-policy has not been successfully embedded into our school, **Amber** our policy has been partially successful and **Green** the policy is successful embedded into our systems and ethos.
- This review gives evidence of our achievements and areas we need to address.

| Policy Aim Number  | How successful have we been?   |
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| 1 The Diversity & Equality Policy and Action Plan are established, promoted & maintained | <p><b>Amber- some success with Governors and staff but parental awareness must be increased from Sept 2016.</b></p> <p><b>More regular reviews for 2016-2020 cycle needed to make staff more aware of the need to promote diversity and equality.</b></p> <p><b>AMBER- NEW STUDENT VERSION TO BE CONSISTANTLY DISPLAYED.</b></p> <p><b>Green- Diversity and Equality evidenced in all curriculum areas. Audit June 2016 demonstrates this.</b></p> |
| 2 Inclusive environment  | <p><b>AMBER- within the county and national context incidents of bullying against the protected groups shows some success.</b></p> <p><b>AMBER-. Two wheelchair users successfully use the building 2015-2016. Plas Seren/ Plas Newydd not fully accessible. This has been raised with County but has been deemed as not viable because it's so expensive. Ramps will be provided by county for the Science and Technology steps.</b></p>          |
| 3 Equal opportunities  | <p><b>Amber for students-Annual reports demonstrate some positive trends. Mrs McClean became GWE Champion for FSM students.</b></p>  |

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|   | <p><b>Green for staff- Mrs Millington has developed and rolled out a new performance management program. Staff access GWER training and INET courses.</b></p> <p><b>TAs included in all relevant training. Successful new performance management documentation and systems.</b></p>   |
| 4 Human rights                                | <p><b>Green- we teach our students about Human Rights in more than one curriculum area. We respect their rights. Some examples of this are an active student voice through the School Council , Sports Leaders and Prefects. Participation in Governors and staff interviews seen as good practice. School participates and has training from INET for student voice.</b></p> <p><b>Students have a right to access leisure and cultural activities. We have excellent after school clubs in a variety of areas. The school participated in and hosted the Urdd to support the students' access to their Welsh cultural heritage.</b></p> <p><b>Amber for our anti-bullying work.</b></p> <p><b>Measures we are taking: Peer Mediation system will be improved- Mrs Lloyd will lead on this next year.</b></p> <p><b>There have been parental concerns raised - each issue was dealt with in accordance with the appropriate system. In response the Anti-bullying policy and systems were reviewed March 2016.</b></p> |
| 5 Preparation for living in a diverse society | <p><b>Green- work is well supported and evidenced.</b></p> <p><b>Numerous examples of good practice, not just in one curriculum area.</b></p> <p><b>Mrs Lloyd is a key part of Flint's Dementia Aware Town status this has resulted in us hosting plays in school and students receiving training.</b></p>  |

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|                      | <p>Joint projects undertaken between departments, for example Scattered work completed by Art and English. Theatre Clwyd have worked with school on a number of projects.</p> <p>RE continues to underpin understanding of diverse groups.</p> <p>Form time/ theme of the fortnight/ collective worship addresses themes around racism and extremism.</p>   |
| 6 Active citizenship | <p>Green- the school features as a key part of the community. The work completed for the Urdd raised the profile of the school in the community.</p> <p>The popularity of the school as a school of choice for primary school children supports the school's positive reputation in the community.</p> <p>Theatre Clwyd links- we have become a key school for the Theatre as evidenced by them choosing to give us a permanent Art exhibition space.</p> <p>Visits to elderly people in the community, for example the Sixth Form gave shoe boxes filled with gifts as Christmas presents.</p> <p>Toyota links.</p> <p>Work completed with Raytheon.</p> <p>Evidenced in newspaper reports and the newsletter- produced by Mr Guntrip.</p> |

Flint High reported two incidents of bullying against the protected groups. July 2015 An incident of homophobic bullying. Nov 2015 An incident of racist bullying.

