



Diversity & Equality



United Nations Convention on the Rights of the Child Article 2: Every child has the right not to be discriminated against

We are educated so that we value others equally and treat others with mutual respect, tolerance and understanding, both within our school and our wider community.

The aims of the school's Diversity and Equality policy statement are to ensure:

- We comply with the Equality Act 2010 and to review the policy annually
- Our school is a place where everyone feels comfortable, is respected and can reach their full potential providing equal opportunities for all
- Everyone's human rights are protected by them, students, staff or visitors
- We will treat others as we would expect to be treated ourselves

How the school meets these aims:

The school ensures that the aims listed above apply to the full range of our policies and practices including those that are concerned with age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The school respects the religious beliefs and practices of staff, students and visitors and complies with all reasonable requests relating to religious practice.

Staff, students, and visitors are all treated equally.

All staff and students are given opportunities to be involved in activities to reach their full potential.

Discrimination is unacceptable:

Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated and should be reported to a member of staff.

Strategic Equality Plan (SEP)

Every four years schools must identify equality objectives to focus on. Our school's current equality objectives 2020-2024 are:

1. Reduce incidents that might impact on the ability of students to maximise their individual potential
2. To increase the level of pupil voice by extending our traditional school council to include a fair representation of all pupils in school, and in this way to foster good relationships in the school between those who have protected characteristics and those who do not.
3. To increase staff's understanding of equality and its implications on a day to day basis, and in this way to reduce or remove inequalities in attainment throughout the school, particularly inequalities relating to the protected characteristics listed in the Equality Act'.
4. Become a gold equalities award school

Alun School Council October 2021

Please refer to the full school policy



Challenging Bullying



What is bullying?

There is no legal definition of bullying. Bullying means different things to different people. Welsh Government guidance defines bullying as: 'Behaviour by an individual or group, repeated over time, which is meant to hurt someone physically or emotionally.'

Bullying:

- hurts or upsets someone
- happens on purpose
- targets someone and leaves them feeling powerless to stop it
- happens more than once.

Types of bullying:

Verbal • Being called nasty names • Being teased and made fun of • Being threatened or put down

Physical • Being hit, kicked, or punched • Being tripped up or knocked down • Being forced to do things you don't want to do

Emotional • Having rumours or gossip spread about you • People talking about you behind your back • Being left-out, excluded, or isolated

Online • Having hurtful or embarrassing things posted online • Getting nasty messages or being threatened online through apps like Snapchat or Instagram • Someone using a fake profile on a social network to make fun of others • Targeting someone by misusing personal images • Targeting someone by misuse of private, explicit images including sexual images

Prejudice-related bullying

Bullying happens in many ways, to all kinds of people, for many reasons. Bullying might focus on what's different about a person's identity. It can be targeted at one person or a whole group because they're different, whether this is true or not. This is called prejudice. Prejudice-related bullying is being bullied because of:

- your race or your religion
- your culture or your family background
- your special needs or disability
- your gender identity and the way you look or act
- your sexual orientation— (heterosexual, gay, lesbian or bisexual)
- sexism – because of your gender (often this is harassment).

Sign and symptoms that someone is being bullied:

- Does not want to go to school
- Changes in usual routine
- Runs away or self-harms
- Is overly anxious about normal activities
- Lacks confidence
- Becomes unreasonable

Students can help prevent bullying by:

- Actively promoting respect for others through whole school activities
- Supporting others through peer support
- Speak out through 'telling opportunities'

What the school will do if bullying is reported:

- Listen to students and take them seriously
- Provide support and coping strategies and monitor progress
- Implement outcomes for all cases of bullying including getting the bully and victim together, imposing sanctions, informing parents, behaviour support strategies or exclusions

Alun School Council October 2021

Please refer to the full school policy or visit <https://gov.wales/rights-respect-equality-guide-young-people>



Food & Fitness



United Nations Convention on the Rights of the Child

Article 6: Every child has the right to a healthy life.

Article 24: Every child has the right to be healthy.

The aim of this policy is to improve the health of the whole school community and to maintain healthy lifestyles. The whole school ethos works towards this. Food, Nutrition & Fitness is promoted across subjects, particularly in PSE, P.E. and Food Technology, and in extracurricular activities.

To support the promotion of a healthy environment and community, the school:

- has a SNAG (School Action Group), Fair-trade Group and a Sports Council
- maintains a safe environment by keeping the premises safe and clean, promoting hygiene, staff on duty at break, lunchtime and after school, being a Breast Feeding Friendly site
- provides food and drink in line with Welsh Government Healthy Eating in Schools Measure (canteen food and drink & vending) and provides guidance on healthy eating in school and on the website, The school promotes FSM and water is provided by 8 water coolers where the washing of water bottles is promoted
- provides activities for students including Junior Ready Steady Cook, Food Ambassadors, SNAG, Canteen Workshops, Sports Council, Inter-house events, 5 x 60, Competitions, trips
- has a variety of displays across the school and themed weeks; Hygiene week, Food & Fitness Week, Fair-trade Week
- celebrates food and fitness achievements including Sports Day, Summer Assembly, Global Theme Days in the canteen, Healthy Living Points

Food Provision

The Alun School will ensure the food provided during the whole school day is compliant with the Welsh Government Healthy Eating in Schools Measure.

Special Diets & Allergies - Support for students with special diets and allergies.

Breakfast - The school promotes Breakfast club, which is free for FSM students.

Morning Break & Lunch - Healthy snacks/food and drinks on sale comply with the Welsh Government Healthy Eating in Schools Measure.

Food Safety - The school promotes keeping lunchboxes cool and washing water bottles regularly.

Vending Machines - All the vending machines on site comply with the standards in the Welsh Government Healthy Eating in Schools Measure.

Alun School Council October 2021

Please refer to the full school policy for further information.



Sex & Relationships Education



United Nations Convention on the Rights of the Child

Article 19 - The right to be protected from all forms of violence, abuse, neglect and mistreatment.

Article 24 - The right to the best possible health.

Article 34 - The right to be protected from sexual abuse and exploitation.

The main aim of this policy is to help students make responsible decisions about their relationships, sexual health, and wellbeing.

What is Sex and Relationships Education:

The policy covers the emotional, social and physical aspects of growing up; relationships; sex; human sexuality; and sexual health. It equips children and young people with the information, skills, and values to have safe, fulfilling, and enjoyable relationships and to take responsibility for their sexual health and wellbeing.

How the school supports students' personal development:

Planned Sex and Relationships Education within PSE, Science, RE Valuing pupils and promoting positive relationships and self-esteem Opportunities in school for pupils to participate in decision making Positive behavioural approaches

Specific Topics addressed at Key Stages 3 and 4:

Puberty	Menstruation
Online safety	Contraception
Abortion/Termination	Safe sex and STI's including HIV/AIDS
Sexual orientation	HIV/Aids
Sexual Exploitation	

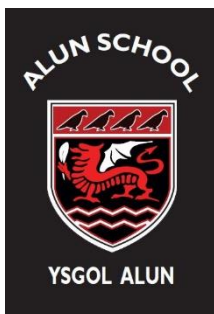
'Health' Drop in:

The school nurse provides a confidential 'Health Drop-In' for students. Young people have the opportunity to discuss any personal issues or health matters affecting them, including issues relating to sexual health.

The school nurse is qualified to administer emergency contraception (morning after pill) and the 'C-Card Scheme', which is a Wales wide scheme that provides sexual health advice along with free condoms for young people.

Alun School Council October 2021

Please refer to the full school policy for further information



Substance Misuse



United Nations Convention on the Rights of the Child
Article 33: Every child has the right to protection from the use of harmful substances and from being used in the drug trade.

The main aim of this policy is to help students to resist substance misuse.

What is substance misuse:

The substance misuse policy covers a wide range of substances both legal and illegal including tobacco, e-cigarettes, high caffeine drinks, steroids, and drugs.

It is illegal to have possession of or to sell a controlled drug unlawfully.

How the school prevents substance misuse:

- The school will give education and guidance about preventing substance misuse in PSE lessons and will evaluate the effectiveness of this education programme.
- The school will safeguard the health and safety of students and the whole school community.
- All school staff will monitor school premises to ensure there is no substance misuse.
- Incidents of substance misuse will be managed consistently whilst ensuring the best interests of those involved. All incidents of substance misuse are recorded.
- The school will liaise with the police to ensure there is no substance misuse in school.

**THE SCHOOL DOES NOT PERMIT SMOKING ON SCHOOL GROUNDS.
THE SCHOOL DOES NOT PERMIT THE USE OF E-CIGARETTES ON SCHOOL GROUNDS.**

Further guidelines about incidents of substance misuse:

School rules about substance misuse apply on all visits and activities.

Substance misuse policy applies to all staff, students, governors, parents/carers and partner agencies working in school.

Policy exceptions:

Children are permitted to use medicines (prescribed or over the counter) in school only when authorised by parents

Managing incidents of substance misuse:

All staff in school will work to ensure that students feel confident about discussing any problems or concerns

Staff will make students aware that help is available from external agencies

However, the school will not tolerate any substance misuse. Sanctions include letters home, detentions, isolation, suspension, and exclusions

The school will inform the police if any illegal substances are found on a student or on school premises

Alun School Council October 2021

Please refer to the full school policy for further information.