

Policy Title: Strategic Equality Plan	Policy Status: Statutory
Date reviewed: 2020	Due for review: 2024



Strategic Equality Plan

Cwmfelin Primary School

Ysgol Gynradd Cwmfelin

Strategic Equality Plan 2020-2024

Introduction

At Cwmfelin Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of any protected characteristic. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Characteristics of our School

There is little diversity within our school pupil population.

At the time of writing:-

60% of pupils are from outside the catchment area.

12.5% of pupils are eligible for free school meals.

There are no pupils who speak Welsh as a first language.

2% of pupils are EAL

97% are White British

Approximately 3% of pupils are on the Additional Learning Needs Register.

There are no pupils with a statement of Special Educational Needs.

The catchment area, is considered neither advantaged nor disadvantaged.

Pupil attendance has inevitably been affected by the global pandemic.

The Legislative Background

The Equality Act 2010 protects people from discrimination, victimisation and harassment on the basis of the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (protection against direct discrimination only)
- Pregnancy and maternity
- Race
- Religion or (non-)belief
- Sex
- Sexual orientation.

This plan is a requirement of the Welsh Public Sector Equality Duty and sets out how we will meet the duty and regulations and continue to improve our equality performance via our Equality Objectives.

Developing Equality Objectives and Engagement

We continually seek to improve equality and eliminate discrimination within the school community by reviewing our performance, for example:

- Analysis of data, such as progress and wellbeing.
- Gathering information about representation of different groups.
- Gathering views of stakeholders.
- Undertaking equality impact assessments.

Bridgend County Borough Council have undertaken extensive consultation with stakeholders across the authority in order to formulate their equality objectives. In aligning our school objectives to their own, we may undertake additional specific consultation in order to ensure that our own objectives are relevant to the specific circumstances in our school.

As well as the specific actions set out beneath this plan, the school seeks to promote and ensure equality of access for all pupils and prepare them for life in a diverse society through a range of measures including;

- using materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- promoting attitudes and values that will challenge discriminatory behaviour or prejudice;
- providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seeking to involve all parents in supporting their child's education;
- encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.

The school is a UNCRC Silver Award, Rights Aware School.

Publication, Monitoring and Review

Our Strategic Equality Plan (SEP) will be reviewed and renewed in line with the timeline and equality objectives set out by our local authority. We will publish our SEP on our school website and make it available from the school office. The plan will be available in a range of formats on request.

As part of our responsibility to monitor the SEP, we will:

- regularly review and analyse available information and data used to identify priorities for our equality objectives.
- use impact assessments to seek to ensure that actions taken have had a positive impact across the relevant protected characteristics
- seek to ensure that promotion of equality is embedded within school planning and that any discrimination is challenged and eliminated.

The Strategic Equality Plan must be reviewed at least every four years, but may be updated earlier if necessary.

Strategic Quality Objectives 2020-2024 (aligned to Bridgend objectives 2020-24)

Objective 1: Everyone who accesses our education should be free from discrimination, bullying and abuse in our school.

Additional information from local engagement.

Bullying is very rarely a problem at Cwmfelin. However, there can often be misconceptions around a distinction between bullying and a simple dispute. For this reason, greater clarification within policy and discussion with pupils / parents will be beneficial to minimise incidents and to ensure that genuine incidents can be managed effectively

Actions

Action	Description	Action Owner	Start date	End date
1	Review and update Anti-bullying policy, in light of 2019 WG Guidance and definition.	SLT	Summer 2022	Summer 2023

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

Revised policy implemented through consultation with stakeholders, build into long-term curriculum provision and agree with GB

Objective 2: Promote a more inclusive workforce at our school and improve the participation, wellbeing and opportunities for development for those with protected characteristics.

Additional information from local engagement.

The present workforce lacks diversity. Recruitment processes are robust and seek to ensure that applications are welcomed from all backgrounds and regardless of any protected characteristics. The local authority monitor this through their HR department. The governing body has approved the BCBC Wellbeing Charter.

Actions

Action	Description	Action Owner	Start date	End date
1	Ensure that all staff are aware of the staff wellbeing charter and have opportunity to raise any concerns in relation to matters covered within the charter.	SLT	September 22	July 23

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

All staff are aware of the wellbeing charter and no issues are raised / ongoing in relation to this.

Objective 3: Tackle poverty and support independent living by considering the impact of any policy changes or decisions we make under the socio-economic-duty.				
Additional information from local engagement.				
The school continues to routinely consider the potential impact of poverty in relation to policy decisions e.g. uniform, selection of trips.				
Actions				
Action	Description	Action Owner	Start date	End date
1	School staff to consider affordability issues when booking trips offsite. Measures include:- Subsidising cost of school trips wholly/partly. Offering instalment payments for more expensive trips (e.g. residential.) Some experiences provided in school, rather than off-site, and funded by school.	SLT GB	Ongoing	Ongoing
This objective will be judged to be successful if...				
Lack of affordability is not seen to be a barrier to participation for our parents in the vast majority of relevant activities.				

Objective 4: Support and promote good mental and physical health within our school community and provide opportunities to participate in meaningful leisure and cultural activities.

Additional information from local engagement.

The school continues to place a high emphasis on promotion of good mental and physical health as part of our curriculum, and supporting wider leisure / cultural activities where possible and practicable.

Actions

Action	Description	Action Owner	Start date	End date
1	Staff are continuing to work on development of provision under the Health & Wellbeing AoLE throughout the school, which influences many aspects of school life and activities.	H&W AoLE Lead H&W Link Governor SLT	Ongoing	Ongoing
2	Explore opportunities to 'measure' wellbeing to support evaluation of initiatives, activities and impact over time.	H&W AoLE Lead Link Governor SLT	September 2022	September 2024

This objective will be judged to be successful if

School's ethos, curriculum and policies support families to promote positive mental and physical health. Support mechanisms and interventions are clearly established and available to provide additional help where and when required.

Objective 5: Support everyone in our school community to live without fear of violence or abuse, and to be treated with respect.				
Additional information from local engagement. Within school, the vast majority of pupils demonstrate good and very good behaviour all the time. Incidents of violence or abuse within school are very rare and are dealt with promptly and effectively. However, we are regularly made aware of incidents of domestic violence within the households of some of our families. We continue to support agencies in working with affected individuals as best as we can.				
Actions				
Action	Description	Action Owner	Start date	End date
1	Continue to work closely with external agencies, including children's services / police etc to support families where DV may be an issue	DSP's	Ongoing	Ongoing
2	Ensure that relevant classroom staff are aware of any current issues or concerns, for example upon receipt of 'Operation Encompass' notices or PPNs	DSP's	Ongoing	Ongoing
3	Continue to promote (and expect) appropriate behaviour from all pupils, parents and staff so that everyone in the school community is treated with respect and feels safe in the context of school.	All staff	Ongoing	Ongoing
This objective will be judged to be successful if The school continues to be an environment where parents, pupils and staff feel safe. Relevant staff are able to continue to support pupils and families with issues faced.				

Objective 6: Encourage every member of our school community to participate and engage in issues that are important to them, and influence the decisions that affect their lives at our school.				
Additional information from local engagement. We have a range of pupil committees including pupil council, eco committee and Criw Cymraeg. All of these committees meet at least half termly and staff are expected to ensure that these committees are consulted, make meaningful decisions, and are able to make a meaningful contribution to life in school. The school employs 'pupil voice' as an integral part of curriculum planning and pupils routinely have elements of choice and decision making around aspects of their school activities.				
Actions				
Action	Description	Action Owner	Start date	End date
1	Continue to strengthen the role of pupil committees, ensuring that real and relevant issues are discussed and that these committees make a meaningful contribution to life in school.	SLT	Ongoing	Ongoing
2	Continue to develop the role of pupil voice within curriculum planning and evaluation.	SLT	Ongoing	Ongoing
This objective will be judged to be successful if All pupils feel that they have the opportunity to have their say, and participate in issues that affect them in school across a range of different topics.				