



CYFLAWNI **TEGWCH** A RHAGORIAETH
MEWN **ADDYSG** A **GWELL LLES** I BAWB

EQUITY AND **EXCELLENCE** IN **EDUCATION**
AND **ENHANCED WELLBEING** FOR ALL

Rhondda Cynon Taf CBC

Education and Inclusion Services Directorate



STRATEGIC EQUALITY PLAN

Guidance and Model Plan for Schools

September 2022

This document is available in Welsh

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Section 1: Introduction

The Council and all of its schools are required to meet its commitment to equality and account for how the legal obligations outlined within the Equality Act (2010) are met. The Equality Act (2010) provides protection from discrimination, harassment and victimisation of individuals who have one of the protected characteristics as set out in the 2010 Act.

Under the Equality Act 2010, it is against the law to discriminate against someone because of: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. These are called **protected characteristics**.

Section 2: Requirements of the Equality Act (2010) and Public Sector Equality Duties

The Equality Act 2010 brought together and replaced previous anti-discrimination laws into a single Act and introduced a new general duty on the Council when making decisions and delivering services to have due regard how to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To fulfil the three aims of the general duty outlined in the Act, schools have three sets of specific duties:

- To collect, analyse and publish information about their progress in achieving the three aims of the 2010 Act;
- To decide on certain specific and measurable objectives that they will pursue over the coming years to achieve the three aims and publish these objectives;

And when undertaking the first two sets of specific duties:

- To engage with people who have a legitimate interest – including all staff, all parents/carers and learners, and local groups, organisations and individuals as appropriate.

The Public Sector Equality Duty came in to force in April 2011 (s.149 of the Equality Act 2010) and requires schools to take action to improve outcomes for learners with

different protected characteristics. It is a legal requirement, under the 2010 Act, which schools in Wales must follow.

The ultimate aim of the Act is to ensure that public bodies and schools consider how they can positively contribute to a fairer society through advancing equality and good relations in their day to day activities. In essence, it aims to remove or minimise any disadvantage experienced by individuals due to their protected characteristics and ensures that appropriate actions are taken to overcome any barriers, particularly if participation in aspects of public or school life is disproportionately low. It also aims to develop positive relations by tackling prejudice and discrimination, and by promoting understanding between individuals who share a protected characteristic and those who do not.

Meeting the duty may involve treating some people more favourably than others, as long as that does not contravene other provisions within the Act.

Section 3: Integrating Equality into other Statutory and Non-Statutory Policies

The commitment to equality should underpin all school policies, processes and procedures. There are a number of key statutory and non-statutory policies that strongly reflect the requirements of the Equality Act (2010) and where there should be significant alignment with the Strategic Equality Policy and Plan. These include the: Pupil Discipline/Anti-Bullying Policy; SEN/ALN Policy; Safeguarding Policy; Curriculum Policy; and the Complaints Policy to name just a few.

All governing bodies and school leaders must pay due regard to statutory guidance issued by Welsh Government to governing bodies in maintained schools on Rights, Respect, Equality. There is also a requirement for all schools to record, monitor and report on all bullying and racial incidents to the local authority

Further information can be found at
[Rights, respect, equality: guidance for schools | GOV.WALES](#)
[AntiBullyingPolicy.pdf \(rctcbc.gov.uk\)](#)

Section 4: Aims of the Strategic Equality Plan

All schools are required to have a detailed Strategic Equality Plan to ensure that the legal requirements of the Equality Act (2010) and the Public Sector Equality Duties in Wales are met.

The purpose of the Strategic Equality Plan is to fulfil the duties to provide equality for individuals with protected characteristics and to ensure that fairness and equality is at the heart of everything we do at all levels within our schools and communities.

Section 5: Roles and Responsibilities

GOVERNING BODIES

Under the Public Sector Equality Duty there are also specific duties on school governing bodies to enable better performance of the general duty.

School governing bodies **must**:

- Publish the school's four year strategic plan and relevant Equality Objectives and review them within four years;
- Publish a statement which sets out the steps it has taken or intends to take in order to achieve each Equality Objective and compliance with the Public Sector Equality Duties and Equality Act (2010);
- Make appropriate arrangements to monitor its progress and effectiveness;
- When planning Equality Objectives, give due regard to relevant information that it holds and seek the involvement of those persons that it considers represents the interests of persons who share one or more of the protected characteristics.

All schools must have a current Strategic Equality Plan in place and this is a statutory requirement.

SENIOR LEADERSHIP TEAMS

Senior Leaders in schools must ensure that they actively promote equality and eliminate discrimination by:

- Implementing the school's Strategic Equality Plan, supported by the governing body in doing so;
- Ensuring that all staff are aware of their responsibilities under the Act and are fully informed of our school's Strategic Equality Plan and Equality Objectives;
- Ensuring that all appointments' panels give due regard to the Strategic Equality Plan, so that no one is discriminated against when it comes to employment or training opportunities;
- Promoting the principle of equal opportunity when developing the curriculum, and promoting respect for other people and equal opportunities to participate in all aspects of school life;
- Treating all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, according to the local authority and school policies; and

- Ensuring that all staff are aware of the Strategic Equality Plan.

TEACHING AND NON-TEACHING STAFF

All members of the school staff must contribute to ensuring that their school is a fair, just and cohesive community by:

- Ensuring that all learners are treated fairly, equally and with respect, and will maintain awareness of the school's Strategic Equality Plan;
- Striving to provide material that gives positive images based on the protected characteristics and challenges stereotypical images;
- Challenging any incidents of prejudice, racism or homophobia, and record any serious incidents as prescribed in the local authority and school's policies (e.g., reporting of racial incidents); and
- Supporting the work of support staff and encouraging them to intervene in a positive way against any discriminatory incidents.

Section 6: Engagement

The views of learners and other key stakeholders (e.g., parents, carers, staff, school governors and the wider community) should assist in shaping the Equality Objectives identified in the Strategic Equality Plan.

Successful engagement requires information gathering and interaction with a range of different groups, whilst also remaining sensitive to the needs of individuals with different protected characteristics. Meaningfully securing the voices of learners, and their families and carers, is critical to understanding the needs of our learners and families, particularly the most vulnerable.

An extensive range of different engagement activities should be undertaken to inform strategic plans. These could include:

- An analysis of the survey responses or focus groups feedback on equality issues from a range of stakeholders including learners, parents/carers, staff, governors and the wider community. Some consideration should also be given to analysing information according to protected characteristics to inform strategic planning;
- Learner voice activities and school council feedback;
- An analysis of school complaints;
- Feedback provided from parental consultation events and workshops;
- Feedback from annual review processes; and
- Outcomes from community cohesion events and activities.

When consulting, important consideration has been given to the most effective and reliable means of gathering information. Interpretation facilities might be required for

those for whom English is an additional language or are newly arrived in this country. Modified materials should also be considered and used to ensure accessibility for those with disabilities or ALN.

Consideration should also be given to how a school will share this information with key stakeholders (e.g., through annual reports, school website, newsletters etc.).

Section 7: Data Analysis and Evaluation

The school's self-evaluation and school improvement planning processes should also inform the Strategic Equality Plan. A comparison of the school's data, with local or national data (where available) should also be taken into consideration if appropriate, including:

- Pupil attainment and progress data relating to different vulnerable groups and protected characteristics;
- An analysis of curriculum access and choices according to vulnerable groups and protected characteristics;
- Attendance, exclusion and bullying/harassment data analysed according to vulnerable groups and protected characteristics where appropriate;
- Engagement levels in enrichment activities according to vulnerable groups or protected characteristics;
- Data on the recruitment, development and retention of employees; and an
- Evaluation of historical actions and outcomes in relation to equality.

In addition to this robust self-evaluation should also contribute to the development of the plan, and there should be alignment and synergy between the School Improvement Plan and the Strategic Equality Plan.

Consideration should also be given to how the school will share this information with key stakeholders (e.g., through annual reports, school website, newsletters, etc.).

Section 8: Developing a Strategic Equality Plan

These guidelines have been developed to assist schools in developing a Strategic Equality Plan and its Equality Objectives. A model policy for a School Strategic Equality Plan is provided in Appendix A. These have both been developed to reflect the requirements of the Equality Act and the associated Public Sector Duties, and the Equality and Human Rights Commission Guidance which highlights the key components of on what should be included within a Strategic Equality Plan.

The format is provided as a guide only, schools may use other formats if they so wish. Irrespective of the format adopted, all schools must develop and publish Equality Objectives and a four-year Strategic Equality Plan that remains current and is updated

in a timely manner to ensure that there is no gap in planning or delivery for improvement. The Equality Objectives and the Plan should be aimed at delivering measurable equality outcomes which improves the lives of individuals and communities and should detail the steps that will be taken by the school to achieve them.

The Policy and Plan must also demonstrate that the school collects relevant information and evidence on which to base its decisions and details the processes that will be followed to monitor progress and assess the impact of the proposals. The Strategic Equality Plan needs to be relevant to a school's context and reflects the nature of any equality issues experienced in the school. Alignment between the Strategic Equality Plan and other key strategic plans and policies should be evident and should highlight local, regional and national agendas.

Section 9: Gender Pay Objective

The legislation requires that a gender pay objective is developed where a gender pay difference is identified, this will require statistical analysis of pay data and comparisons between male/female staff.

Some schools will not be able to identify a pay difference as the staff group will be too small to make statistical analysis appropriate and ensure that staff are not identifiable, if this is the case then this needs to be stated and an explanation provided.

If you do not have a gender pay objective then you need to state the reasons why.

Section 10: Staff Professional Learning

It is a statutory requirement to promote knowledge and understanding of the general duty amongst staff and to identify and address training needs in this area during the performance management process. This should be routinely undertaken on an annual basis and outcomes should contribute to professional learning plans in the school.

Section 11: Equality Impact Assessments

Equality impact assessments should be routinely undertaken to review of current and proposed plans and policies in order to ensure that no person is disadvantaged by school activities through discrimination. Impact assessments should be undertaken on an on-going process to ensure that the school's plans and policies are developed in an increasingly inclusive and equitable way. Where impact assessments have been

undertaken, they should influence changes to policy and the review of the Strategic Equality Plan itself.

Section 12: Accessibility Plans

It is important to note that the requirement to prepare an Accessibility Plan is separate to the Strategic Equality Plan and as such two plans are required. Further information on Accessibility Plans can be found at [Policies | Rhondda Cynon Taf County Borough Council \(rctcbc.gov.uk\)](https://www.rctcbc.gov.uk/policies)

Section 13: Evaluating the Effectiveness of the Strategic Equality Plan

The Strategic Equality Plan should be routinely evaluated to ensure that it is effective in delivering improvement, promoting equality and fairness and in tackling any forms of discrimination. Key stakeholders should be involved in evaluating the impact of the actions detailed against each Equality Objective within the Strategic Equality Plan. A school is not required to identify actions against every protected characteristic, but the rationale and the evidence base for selecting key Equality Objectives and for excluding any protected characteristics should be provided.

An annual report evaluating the effectiveness of the Strategic Equality Plan should be shared with the governing body and they should be actively involved in shaping any new plans. The chair of governors should provide an overview of the success of the plan in improving equality in the Annual Report to Parents/Carers.

Section 14: Publishing and Monitoring Results

Schools should annually provide a report detailing the Strategic Equality Plan and its evaluation of it to the governing body. Information should also be detailed in the Governors' Annual Report to Parents/Carers.

All data collected for the purpose of analysing trends by protected characteristic in performance, engagement and satisfaction with the support and provision offered by the school, should be processed in accordance with data protection requirements and legislation.

The Strategic Equality Plan must be monitored by the governing body and all new plans submitted to the local authority on request.

Section 15: Conclusion

In summary, it is a statutory requirement for every school to have a Strategic Equality Plan which clearly sets out how they have met their legal responsibilities in developing the 4 year plan and details a school's specific Equality Objectives for the duration of the Plan. They should also include detail on how the Equality Objectives were identified, the approach taken in respect of engagement and self-evaluation, together with clear actions detailed in the plan on how the Equality Objectives will be met. Governing bodies must comply with the requirements of the Act and ensure that the Plan is closely reviewed, with annual updates on progress is provided to the governing body and to parents/carers in the Annual Report.

Section 16: Further Guidance

Further details can be obtained from Inclusion Services (Ceri.L.Jones@rctcbc.gov.uk) or from the Equality and Diversity Team at equality@rctcbc.gov.uk.



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Education and Inclusion Services Directorate

Llwydcoed Primary School

SCHOOL STRATEGIC EQUALITY PLAN 2022-2026



Date of approval by the governing body: March 2023

Date of annual review: March 2024

Date of full review: July 2026

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Section 1: Foreword

At Llwydcoed Primary School we fully recognise our duties and responsibilities to eliminate discrimination and promote equality for all learners, employees, members of the school community and service users regardless of protected characteristics.

We fully support the requirements of the Equality Act (2010) and the need for protection from discrimination, harassment and victimisation of individuals with protected characteristics as set out in the 2010 Act.

Our Strategic Equality Plan has been informed by the views of our learners, parents/carers, staff, governors and wider community so that we ensure that it robustly addresses priorities for improvement and that equity and equality underpins everything that we do as an education provider and an employer. This Plan sets out our Equality Objectives for a four-year period from 2022 – 2026 and the actions we will take to reduce identified inequalities, improve outcomes and to foster good relations within school and beyond the school gates. As a community school, ensuring that everyone associated with the school is treated with care, respect and dignity is at the core of everything we do.

The school and governing body, will collect, analyse and publish information about our progress in achieving our Equality Objectives as outlined in the Plan, and the three aims of the 2010 Equality Act. These will be shared and published so that there is transparency and accountability. We will also aim to engage with our school community and wider partners to ensure that our Plan and the actions we take make a difference to the lives of individuals with protected characteristics in our school and to members of our school community.

Natalie Drew
HEADTEACHER

Rhian Grundy
CHAIR OF GOVERNORS

Section 2: Introduction

In Llwydcoed Primary School, we recognise the importance of diversity and strive to promote an inclusive culture and ethos in which all learners, parents/carers, staff and members of the school and wider community are welcomed and supported to fulfil their potential, irrespective of their background or protected characteristics (e.g., age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation).

Our school mission of 'Growing, Striving, Achieving and Believing' is aligned with the principles of the Equality Act (2010) and ensures that diversity is celebrated in our community school.

Furthermore, our school values of honesty, happiness, community, trust, respect, perseverance, kindness and courage support the development of equality for all due to its strong focus on supporting the wellbeing and achievement of all learners and where all members of the school community are treated fairly and with respect and dignity.

Llwydcoed Primary School ensures that difference is valued and there is a widely held belief that permeates across our policies, actions and behaviours that diversity enriches our lives and experiences. As a school community we are committed to identifying and overcoming any barriers to learning and engagement, and to ensuring that all members of our school community achieve their potential.

The Policy and Strategic Equality Plan highlights our Statement of Intent that as a school we do not tolerate any forms of unlawful and unfair discrimination or bullying and harassment in any form. We are committed to championing equality and to ensuring that necessary adjustments are made to ensure the active participation of all learners in the life of our school.

It is our firm belief that all learners should be able to learn and develop fully in a truly diverse and inclusive environment and should be supported to achieve their potential, in order to support our own mission and the local authority's mission of 'Achieving Equity and Excellent in Education and enhanced wellbeing for all'.

Section 3: Our School Context

Our school is a English-medium Primary School (3-11) in an area of Aberdare. There are 125 learners on roll. In total, around 36 of learners are eligible for free school meals, which equates to 29% of the school community. Approximately 3% of learners have an additional learning need. Around 1% of pupils have statements of special educational needs

As a school we are committed to partnership working with our families, external agencies and wider communities. We work collaboratively with all our partners to ensure that our

learners have access to the right support at the right time.

Section 4: Integrating Equality into Statutory and Non Statutory Policies

Our commitment to equality underpins all school policies, processes and procedures. There are a number of key statutory and non-statutory policies that strongly reflect the requirements of the Equality Act (2010) and where there is significant alignment with this Policy and Plan. These include the: Pupil Discipline/Anti-Bullying Policy; SEN/ALN Policy; Safeguarding Policy; Curriculum Policy; and the Complaints Policy.

Section 5: Aims of the Strategic Equality Plan

All schools are required to have a detailed Strategic Equality Plan to ensure that the legal requirements of the Equality Act (2010) and the Public Sector Equality Duties in Wales are met.

The purpose of the Strategic Equality Plan is to fulfil the duties to provide equality for individuals with protected characteristics and to ensure that fairness and equality is at the heart of everything we do at all levels within our school and community.

Section 6: Equality Act (2010) and Public Sector Equality Duties in Wales

The Equality Act (2010) outlines the requirement of all schools to meet three key aims which includes:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

In order to fulfil these three key aims, we are required by law to produce a Strategic Equality Plan and Equality Objectives every four years. To ensure compliance with the requirements of the Act, our school will:

- Collect, analyse and publish information about the progress we have made in achieving the three aims of the 2010 Equality Act,
- Self-evaluate effectively and decide on specific and measurable Equality Objectives that we are published and actively pursued over four-year interval to secure positive outcomes; and
- Engage with all key stakeholders, including learners, parents/carers, staff and the wider community to shape, inform and evaluate the effectiveness of our Strategic Equality Plan.

The Public Sector Equality Duty came into force in April 2011 (s.149 of the Equality Act 2010) and requires schools to take action to improve outcomes for learners with different protected characteristics. It is a legal requirement, under the 2010 Act, which schools in Wales must follow. The effective and consistent delivery of our Strategic Equality Plan will enable our school to positively contribute to a fairer society by promoting equity, equality and positive relationships between all members of the school community irrespective of their protected characteristics. Furthermore, we will also aim to remove or minimise any disadvantage experienced by individuals due to their protected characteristics and ensure that appropriate steps are taken to overcome any barriers, particularly if participation in aspects of school life is disproportionately low. We will also aim to develop positive relations by tackling prejudice and discrimination, and by promoting understanding between individuals who share a protected characteristic and those who do not.

Section 7: Roles and Responsibilities

The following members of school staff will be responsible for ensuring the effective implementation of the Strategic Equality Plan.

GOVERNING BODY

The governing body has set out its commitment to equality and diversity in our Education Strategic Plan and it will continue to do all it can to ensure that the school is fully inclusive of learners, and responsive to their needs based on the various protected characteristics.

The governing body:

- Seeks to ensure that people are not discriminated against when applying for jobs at our school;

- Takes all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make communications as inclusive as possible for parents, carers and learners; and
- Ensures that no individual is discriminated against whilst in our school.

In order to meet its reporting responsibility, the governing body will report on the progress of the Strategic Equality Plan annually, as part of its Annual Report to Parents/Carers.

SENIOR LEADERSHIP TEAM

Senior Leaders in our school promote equality and eliminate discrimination by:

- Implementing the school's Strategic Equality Plan, supported by the governing body in doing so;
- Ensuring that all staff are aware of their responsibilities under the Act and are fully informed of our school's Strategic Equality Plan and Equality Objectives;
- Ensuring that all appointment panels give due regard to the Strategic Equality Plan, so that no one is discriminated against when it comes to employment or training opportunities;
- Promoting the principle of equal opportunity when developing the curriculum, and promoting respect for other people and equal opportunities to participate in all aspects of school life;
- Treating all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, according to the local authority and school policies; and
- Ensuring that all staff are aware of the Strategic Equality Plan.

TEACHING AND NON-TEACHING STAFF

The school regards equality as everyone's responsibility.

All members of staff contribute to ensuring that our school is a fair, just and cohesive community by:

- Ensuring that all learners are treated fairly, equally and with respect, and will maintain awareness of the school's Strategic Equality Plan;
- Striving to provide material that gives positive images based on the protected characteristics and challenges stereotypical images;
- Challenging any incidents of prejudice, racism or homophobia, and record any serious incidents as prescribed in the local authority and school's policies, e.g., reporting of racial incidents; and
- Supporting the work of support staff and encourage them to intervene in a positive way against any discriminatory incidents.

Section 8: Engagement

Engagement with stakeholders has been important in ensuring that we have a clear view of what actions are deemed important to tackle inequalities and discrimination in our school setting. Active engagement with stakeholders has also been an effective means of reviewing the impact of the current Strategic Equality Plan and for identifying any further areas for improvement.

Successful engagement requires information gathering and interaction with a range of different groups, whilst also remaining sensitive to the needs of individuals with different protected characteristics. Meaningfully securing the voices of learners, and their families and carers, is critical to understanding the needs of our learners and families, particularly the most vulnerable.

An extensive range of different engagement activities have been undertaken to inform strategic plans. These include:

- An analysis of the survey responses or focus groups feedback on equality issues from a range of stakeholders including learners, parents/carers, staff, governors and the wider community. Some consideration was given to the analysing information according to protected characteristics to inform strategic planning;
- Learner voice activities and school council feedback;
- An analysis of school complaints;
- Feedback provided from parental consultation events and workshops;
- Feedback from annual review processes; and
- Outcomes from community cohesion events and activities.

When consulting, important consideration has been given to the most effective and reliable means of gathering information. Interpretation facilities have been put in place for those for whom English is an additional language or are newly arrived in this country. Modified materials have also been used to ensure accessibility for those with disabilities or ALN.

Section 9: Data Analysis and Evaluation

The school's self-evaluation and school improvement planning processes have also informed the Strategic Equality Plan. A comparison of the school's data, with local or national data (where available) has also been taken into consideration and includes:

- Pupil attainment and progress data relating to different vulnerable groups and protected characteristics;
- An analysis of curriculum access and choices according to vulnerable groups and protected characteristics;

- Attendance, exclusion and bullying/harassment data analysed according to vulnerable groups and protected characteristics where appropriate;
- Engagement levels in enrichment activities according to vulnerable groups or protected characteristics;
- Data on the recruitment, development and retention of employees; and an
- Evaluation of historical actions and outcomes in relation to equality.

Section 10: Equality Impact Assessments

The school has well established equality impact assessment processes in place.

Impact assessments have included the review of all current and proposed plans and policies in order to help us act to promote equality and to ensure that no person is disadvantaged by school activities through discrimination. Impact assessments are an on-going process to ensure that the school's plans and policies are developed in an increasingly inclusive and equitable way.

As part of the school's compliance with the specific duties of the Act, we will continue to undertake impact assessment of all new policies and plans prior to them being implemented. Similarly, we will impact assess our existing policies and plans whenever they are reviewed. As such, impact assessments are incorporated into the school's planned review and revision of every policy. Where impact assessments have been done, they will influence changes to policy and the review of the Strategic Equality Plan itself.

Section 11: Staff Professional Learning

It is a statutory requirement to promote knowledge and understanding of the general duty amongst staff and to identify and address training needs in this area during the performance management process. This routinely undertaken on an annual basis and outcomes contribute to our professional learning plans in the school.

Section 12: Equality Objectives

Our Strategic Equality Plan and Equality Objectives are set in light of stakeholder engagement, data analysis and self-evaluation (e.g., issues arising as a result of our analysis of our attainment data of boys v. girls; eFSM v non-eFSM, etc.).

Please see Appendix 1 for the details of the Strategic Equality Plan for 2022-2026 and the Equality Objectives for our school as informed by engagement activities, self-

evaluation and local/national priorities. The Strategic Education Plan does cover all the relevant protected characteristics as defined by the Equality Act (2010).

The actions detailed in Strategic Equality Plan are aligned with our School Improvement/ or school development Plan and both plans are cross referenced so that they are inextricably linked.

The Strategic Equality Plan has clearly identified:

- Equality Objectives and specific actions;
- Expected impact and indicators of achievement (success criteria);
- Clear timescales;
- Lead responsibilities for identified actions;
- Resource implications; and
- Specified dates for impact assessment and review.

The Strategic Equality Plan will be routinely reviewed and annual reports provided to the governing body for parents/carers.

Section 13: Gender Pay Objective

The legislation requires that a gender pay objective is developed where a gender pay difference is identified, this will require statistical analysis of pay data and comparisons between male/female staff.

In our school, we have not been able to identify a pay difference as the staff group is too small to make statistical analysis appropriate.

Section 14: Publishing and Monitoring Results

The school annually provides a report detailing the Strategic Equality Plan and its evaluation of it to the governing body on an annual basis. Information is also detailed in the Governors' Annual Report to Parents/Carers. The Plan and its evaluation will be shared with parents/carers.

All data collected has been used for the purpose of analysing trends by protected characteristic in performance, engagement and satisfaction with the support and provision offered by the school, whilst also being mindful of data protection requirements and legislation.

Please see Appendix 1 for further information on our Strategic Education Plan. This plan will be monitored by the governing body and all new plans will be submitted to the local authority.

Section 15: Strategic Leadership

The lead for the Strategic Equality Plan in Llwydcoed Primary School is Mrs Natalie Drew. Further information can also be provided by the Headteacher if required.

**LLWYDCOED PRIMARY SCHOOL
STRATEGIC EQUALITY PLAN FOR 2022-2026**

Date of Issue:	Autumn 2022
First review of the Strategic Equality Plan:	Autumn 2023
Formal review of Strategic Equality Plan:	Summer 2026

Equality Objective 1 (please link to protected characteristics)

Continue to develop a whole-school commitment to equality through policy and practice.

Protective Characters covered: All.

Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.)

- Listening-to-learners in CPAG report showed inconsistency in the language used, associated with anti-bullying. – Requiring reviewing and revisiting, in line with WG documentation.

Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data)

- Policy Cycle to be revised and agreed by Governors and policies to include reference to equality where appropriate.

Further data required in future

- Policy renewal, in line with timetable set by Governors.
- Annual survey to Parents / Carers about their awareness of the Equality Policy, objectives and how to find it.
- Pupil progress data, by group.

Success criteria

Actions	Description	Resources	Lead Officer	Start Date	End Date
1.1	Reflect on our recently reviewed Behaviour and Discipline Policy through school culture and practice and develop a child friendly version via the pupil voice groups.	Behaviour and Discipline Policy. When the Adults Change, Everything Changes, by Paul Dix. (Book) Reviewed School rules and values.	ND, SLT.	Sept 2022	July 2024 Regular revision.

1.2	Reflect on our recently reviewed Anti-Bullying Policy through school culture and practice and develop a child friendly version via pupil voice groups.	Anti-Bullying Policy. Rights, Respect, Equality: Guidance for Schools. Pupil Voice groups – Pupil friendly material. Anti-Bullying Resources and provision.	ND, SLT, Pupil Voice Leads	Sept 2022	July 2024. Regular revision.
1.3	Ensure all relevant school policies reflect equality/ the Equality Act 2010, by aligning to our Strategic Equality Plan, updated accordingly, through our planned cycle.	School policy cycle, agreed by GB. School Policies – including ALN, T&L, Anti-Bullying, Behaviour & Relationship, Safeguarding, Complaints, etc. WG guidance on key policies. Guidance on Strategic Equality – RCT / WG.	ND, ALNCo, SLT, Governors.	Sept 2022	July 2026
1.4	Publish and promote the Equality Policy and targets, through the School Website and staff meetings.	Include a question in the annual survey to parents / carers, regarding their awareness of the Policy and how to find it.	HT, SLT, GB.	Aut 2022	July 2026
1.5	Monitor and analyse pupil progress by race, gender, ALN, etc and act on any trends or patterns in the data that require additional support for pupils.	School Tracking systems.	ARR Lead. ALNCo.	Aut 2022	Termly on-going.

Equality Objective 2 (please link to protected characteristics)

Ensure our Curriculum develops a whole school approach to the teaching of equality.

Protective Characters covered: All.

Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.)

- Whole stakeholder engagement in the development of a new ALN and RSE vision and motto shows our schools dedication to equality and inclusion.
- RSE, Diversity, ALN and Health and well-being feature on the SIP for 2022-23

Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data analysis)

- Children, adults, governors and parents / carers agree that equality is extremely important to us. Therefore, this forms part of our pupil offer in school and needs to permeate through culture and curriculum.

Further data required in future

- Surveys for pupils and parents.
- Listening-to-learners.
- Book looks.
- Learning walks.

Success criteria

- School is able to demonstrate we are inclusive, diverse and equitable, evident in policy, practice, monitoring activities.

Actions	Description	Resources	Lead Officer	Start Date	End Date
2.1	Create our 'Diversity Calendar' of events, celebrations and which are marked in school. – Ensuring we have equality in terms of representation. Including role models, people in history, heroes, etc that young people identify with positively.	Diversity Calendar	ND and LH	Sept 2023 – created	Implemented from end of Sept 2023, on-going and evolving until July 2024.
2.2	Develop Curriculum to represent and celebrate a diverse and inclusive range of people, events and	Medium term planning. Curriculum overview.	ND, SLT, LH	Autumn 2022	Initial draft – July 2023, then on

	teachings. – From different cultures, religions, backgrounds, ethnicities and circumstances.				going.
2.3	All staff to consistently model expectations, terminology, positive attitudes, and inclusive behaviour towards all members of our school community.	Staff training Engagement in whole-school Behaviour and Relationships and Anti-bullying Policy and refreshers. Annual Safeguarding training. Staff Handbook / expectations.	ND, SLT.	Sept 2022	July 2026
2.4	Ensure displays and resources promote diversity in terms of race, gender, ALN, disability, ethnicity.	Provision for classrooms and school.	DHT, Teachers	Autumn 2022	Ongoing.

Equality Objective 3 (please link to protected characteristics)

Develop School as an anti-racist community.

Protective Characters covered: Race, Religion or belief.

Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.)

- Monitorin shows that there is minimal representation of different cultures and races in school. – Resources, displays, books, provision.

Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data analysis)

- Monitoring shows that there is minimal representation of different cultures and races in school. – Resources, displays, books, provision.

Further data required in future

- Listening-to-learners.
- Book looks.
- Planning.
- Questionnaires.

Success criteria

- School is visibly more diverse. (Displays, provision, resources)
- Diversity calendar is implemented and children are able to recognise and celebrate a greater range of important events and teachings.
- Medium term planning and monitoring evidence shows a range of representation, across AOLEs.
- All communities, however small, feel valued and part of our school.

Actions	Description	Resources	Lead Officer	Start Date	End Date
3.1	Create our 'Diversity Calendar' of events and celebrations, which are marked in school. – Ensuring we have diversity in terms of representation.	Diversity Calendar. Links to BAME histories.	LH ND	Sept 2022 – created	Implemented from end of Sept 2022, on-

					going and evolving until July 2024.
3.2	Develop our Curriculum to represent and celebrate a diverse and inclusive range of people, events and teachings. – Different cultures, religions, backgrounds, and ethnicities, as well as Black, Ethnic History teachings.	Curriculum for Wales. Concept Planning tools, developed in school and with the Cluster. School-to-school working. Pupil Voice.	LH ND	March 2022	Initial draft – July 2023, Then on-going.
3.3	Celebrate cultural events to increase pupil and community awareness of different ethnic groups and beliefs. Involve representatives from a range of different groups, to participate in our celebrations.	Our Diversity Calendar. Pupil Voice. Community links.	LH ND	Sept 2022	July 2026
3.4	A more conscious, high priority representation to be given in school, to displays, resources and provision. – With visualisation of children and adults of different races and ethnicities.	Display materials Purchasing of new materials and resources. Pupil voice	SLT, all staff.	Initiated Dec 2022	July 2026
3.5	Ensure any racial incidents are reported, monitored and acted upon effectively.	LA advice and reporting forms. SIMs	NL	Sept 2022	July 2026

Equality Objective 4 (please link to protected characteristics)

Ensure the school continues to promote gender equality.

Protective Characters covered: Gender.

Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.)

- Improvement in the number of girls taking up sporting after school clubs. – Ensure this continues.

Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative analysis of information)

- Improvement in the number of girls taking up sporting after school clubs. – Ensure this continues.

Further data required in future

- Pupil questionnaires / listening-to-learners.
- Parent questionnaires.
- Evidence from club participation.
- Recruitment processes.
- Monitoring of curriculum planning / evidence of learning / engagement.

Success Criteria

- Equal opportunities in school for both boys and girls – across our curriculum.

Actions	Description	Resources	Lead Officer	Start Date	End Date
4.1	Reflect positive role models in school, both male and female.	Curriculum planning and tools. Diversity calendar.	ND, All teachers.	Sept 2022	July 2026
4.2	Continue to create engaging learning opportunities that promotes achievement of boys and girls.	Curriculum planning and tools. Pupil voice.	ND, All staff.	Sept 2022	July 2026
4.3	Promote and ensure that both girls and boys have equal opportunities to sports, clubs and events.	Clubs / registers. Pupil voice activities	ND, all staff.	Sept 2022	July 2026
4.4	Apply the principles of equal opportunities and gender equality to recruitment procedures at all times.	HR support / appointment	ND, Govs.	Sept 2022	July 2066

		procedures.			
4.5	Continue to monitor relationships between children, boys and boys, boys and girls, girls and girls. Support, intervene and challenge where appropriate.	PSE activities, H&WB activities. Anti-Bullying / Behaviour and Relationships Policy / strategies.	ND, All teachers.	Sept 2022	July 2066

Equality Objective 5 (please link to protected characteristics)

Ensure that school is fully accessible for children / parents with disabilities / ALN.

Protective Characters covered: Disability

Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.)

- No disabled toilet facility in school.
- Our Policies and information for parents / carers is only available in written, printed format.

Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data analysis)

- Approximately 60% of parents / carers respond to surveys and forms we send home.

Further data required in future

- Evidence of improvement in engagement from parents / carers – questionnaires, forms, etc.
- Feedback from parents / carers.

Success Criteria

- Greater engagement and ability to understand information by pupils and adults.
- Improved outcomes and progress for disabled pupils.

Actions	Description	Resources	Lead Officer	Start Date	End Date
5.1	Develop the formats in which school information is available to parents / carers if the need arises. Including: - 'easy read' - large print - symbols - audio	Digital resources. Pupils Adults in school. Samples of excellent practice from other schools.	ND, SLT	Autumn 2022	July 2026
5.2	To inform the LA in advance, with as much notice as possible, when pupils with disabilities transfer to/from the school.	Communication channels.	ND, Govs	Autumn 2022	July 2026
5.3	To ascertain the need for reasonable adjustments to be made for visits to school by parents/carers, e.g. concerts, consultation evenings.	Communication channels.	ND, All staff	Sept 2022	July 2026

5.4	During refurbishment of school building ensure that works carried out comply with Disability requirements.	H&S, LA.	ND, Govs.	Sept 2022	July 2026
5.5	Ensure that the learning needs of disabled pupils are met within the classroom.	Monitoring and evaluation cycle and resources.	All teachers, ND	Sept 2022	July 2026