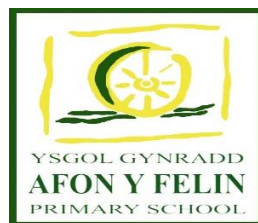




Afon Y Felin Strategic Equality Plan



Agreed by BCBC HT Federation Policy Group

May 2022

Notes for schools

This policy has been produced drawing on examples from other authorities and through discussion with BCBC.

There has been discussion at some length as to whether each individual school should draw up its own distinct equality objectives and it was agreed with BCBC that schools should seek to align their equality objectives to those drawn up by the local authority (which in turn align to the WG). In order to make the LA objectives more appropriate for schools, the policy group has agreed an adapted version of their objective statements and recommend this to all schools for their use.

Schools are advised to maintain the same timeline (currently 2020-24) as the BCBC Equality Plan and to update it when BCBC next renew theirs.

As always, this policy template is intended to provide guidance, but schools may draw up individual policy statements and equality objectives should they so wish.

Strategic Equality Plan 2020-2024

Introduction

At **Afon y Felin Primary** 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- Afon y Felin Primary School

The school is situated in a social and economically disadvantaged area. The schools FSM % is significantly above the Welsh average. Pupils are nearly all from white backgrounds and EAL numbers are below 1%.

The school strives to ensure that the emotional wellbeing of our pupils is at the forefront of our ethos. We provide ELSA/THRIVE to those pupils who require support. We also provide meditation and Lego therapy. All staff have received training in Lego Therapy and Mini Yoga. Do Be Mindful has been introduced for both staff and pupils. The school has an 'Accessibility Plan' to ensure barriers to access or learning are reduced/eliminated.

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.

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.

Signed:

Chair of governors

Date approved by the full Governing Body:

Date of review:

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.				
This objective has been devised using the Welsh Governments- 'Rights, respect, equality guidance for schools'				
Additional information from local engagement.				
Utilise information from school questionnaires/CSC annual survey and BCBC Equality Policy.				
Actions				
Action	Description	Action Owner	Start date	End date
1	<p>Review and implement effective anti-bullying strategies(Whole School Approach);</p> <ul style="list-style-type: none"> • Involve parents in developing and implementing an anti-bullying strategy- Distribute the Rights, respect, equality guidance to parents and carers through the newsletter and website. • Nominate anti-bullying lead for school(designated role) • Utilise the new Welsh Government guidance- 'Rights, Respect, Equality guidance to rewrite the schools anti-bullying policy involving all stakeholders. • Monitor the effectiveness of the new anti-bullying policy • Share the guidance with staff and Governors. • Share the posters on Bullying from Welsh Government for pupils via the newsletters/email and around the school. • Organise a School Council meeting to establish views regarding bullying. • Organise a Governors meeting to share the Hwb-Resource Toolkit and Anti-Bullying guidance with Governors. • Organise a link Governor for new role linked to new guidance. 	<p>HT SMT School Council Governors Science and Tech Lead</p>	2022 onwards	2024

	<ul style="list-style-type: none"> • Organise a baseline self-evaluation to measure effectiveness. • Continue promoting online safety. – Citizenship-DCF. • Review the bullying incident processes. • Promote and use the UNCRC/pupil voice through the SIP. • Share/Review- Dealing with incidents on and off school premise • Provide regular training on the Welsh Government guidance. 			
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(All actions above will be added to the SIP 2022-2023/24 documents)

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

- Parent and pupil questionnaires reflect positive responses in regard to discrimination, bullying and abuse.
- All stakeholders are fully aware and understand the new WG guidance.

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

This objective has been devised using BCBC Well Being Plan.

Additional information from local engagement.

BCBC Well Being Plan

Actions

Action	Description	Action Owner	Start date	End date
1	BCBC -Wellbeing Plan <ul style="list-style-type: none"> • Continue as a school to promote/develop positive mindsets through Habits of Mind/Values/Do Be Mindful and provide opportunities for effective teaching and learning so that all learners achieve high standards from their starting point. • Implementation of the Welsh Governments- 'Rights, respect, equality guidance for schools'(See objective above) 	Health and Well Being Team-AOLE HT SMT	2022 onwards	2024

	<ul style="list-style-type: none"> • Reintroduce links with Bridgend College/local businesses (post pandemic) to engage/encourage parents to engage in learning. • Continue the schools involvement with PCSOs- Mini Police and the schools engagement programme involving PC-School Engagement Officers. • Continue to celebrate the importance of culture and a thriving welsh culture through SIP/ curriculum design with new Curriculum for Wales. • Staff training on ACEs. • Continue to promote staff wellbeing- Do be Mindful training has been received • Continue to work in partnership with WRU. • Continue to promote extra-curricular clubs which promote sport involvement. • Ensure the school participates in interschool sport events- Rugby tournaments. • Continue to promote Healthy Schools programme and Design To Smile programme for our learners. • To develop our green spaces- Orchard <p>(All actions above will be added to the SIP 2022-2023/24 documents)</p>			
<p>This objective will be judged to be successful if...</p> <ul style="list-style-type: none"> • All actions are implemented (SIP evaluations will reflect impact) 				

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](#).

To support this target outcome the school has taken information from the WG document- **A Review of evidence on Socio-economic disadvantaged and inequalities of outcome**- *‘Socio-economic deprivation is linked to worse educational outcomes in children, as well as negative impacts on physical, emotional, and mental health.’*

Additional information from local engagement.

Actions

Action	Description	Action Owner	Start date	End date
1	<ul style="list-style-type: none"> • Source training for British Sign Language, links to the new Curriculum for Wales. • Continue to strive to reduce the attainment gap for vulnerable learners (See actions above and SIP) • Utilise PDG/WG grant funding to support extra-curricular activities and support school trips- affordability for disadvantaged families. • Source services for families – cultural events/sport • Ensure all families who are entitled to access PDG Uniform Grant. 	HT LLC Lead	2022 onwards	2024

(All actions above will be added to the SIP 2022-2023/24 documents)

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

- Raised outcomes for pupils and increased access to opportunities- sport/trips etc.

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.

To implement the new Health and Well Being Curriculum For Wales.

Additional information from local engagement.

School Improvement Plans and School Website

Actions

Action	Description	Action Owner	Start date	End date
1	<ul style="list-style-type: none"> • Develop staff/learner/Governor/parents awareness of the new Curriculum for Wales. • Review and continue to develop the schools website. • Embed Do Be Mindful Training for both staff and pupils. • Review and evaluate Values/Habits of Mind. • Implement and evaluate the Real PE scheme. • Develop the green spaces- Orchard • Promote Health and Well Being Lead to attend CSC network meetings. • To assess/monitor the impact of the new AOLE. • Provide regular updates in the Full Governors meetings of progress against AOLE. • Create a Well Being pupil assessment toolkit. 	Health and Well Being Lead HT SMT Governors	2022 onwards	2024

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

- School Improvement Plan evaluations and minutes from Governor meetings which evaluate impact on Health and Wellbeing

Objective 5: Support everyone in our school community to live without fear of violence or abuse, and to be treated with respect.

See objective above- Objective 1

Additional information from local engagement.

Actions

Action	Description	Action Owner	Start date	End date
1	<ul style="list-style-type: none"> To consider the adoption of the new BCBC Resolution policy. See actions above (Objective 1) 	HT Governors	2022 onwards	2024

(All actions above will be added to the SIP 2022-2023/24 documents)

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

- All actions are implemented

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.

Through the implementation of the new Curriculum for Wales increase pupils awareness and engagement in local issues.

Additional information from local engagement.

CSC Pupil Survey and Pupil questionnaires.

Actions

Action	Description	Action Owner	Start date	End date
1	<ul style="list-style-type: none"> Implement and promote and use the UN Convention on the rights of the child. Promote and develop pupil voice and decision making further through the SIP. Developing an understanding about becoming a UNICEF UK Rights Respecting School. Develop pupils involvement in local political decision making- Contacting local councillors/MP. Utilise- OutRight- 2022-2023- Campaign which focuses on childrens right to the best possible health all around the world through UNICEF. Utilise the Advocacy Toolkit to create a school action plan- UNICEF. 	Health and Well Being Lead. HT SMT School Council	2022 onwards	2024

(All actions above will be added to the SIP 2022-2023/24 documents)

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

- The school becomes a Rights Respecting School and how pupils understanding of influencing change through action becomes more apparent.