

LLANTRISANT PRIMARY SCHOOL

STRATEGIC EQUALITY PLAN 2022-2026



Date of approval by the Governing Body: Spring 2023

Date of annual review: Spring 2024

Date of full review: Summer 2026

Contents

Section		Insert Page Numbers
1.	Foreword	1
2.	Introduction	2
3.	Our School Context	3-4
4.	Integrating Equality into other Statutory and Non-Statutory Policies	4
5.	Aims of the Strategic Equality Plan	4
6.	Equality Act 2010 Public Sector Equality Duties	5
7.	Roles and Responsibilities	6-7
8.	Engagement	7-8
9.	Data Analysis and Evaluation	8
10.	Equality Impact Assessments	8-9
11.	Staff Professional Learning	9
12.	Equality Objectives	9-10
13.	Gender Pay Objective	10
14.	Publishing and Monitoring Results	10
15.	Strategic Leadership	10
Appendix 1	Strategic Equality Plan	11-14

Section 1: Foreword

At Llantrisant 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.

Lisa Davies
HEADTEACHER

Claire White
CHAIR OF GOVERNORS

Section 2: Introduction

In Llantrisant Primary, 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 is aligned with the principles of the Equality Act (2010) and ensures that diversity is celebrated in our community school.

Furthermore, our school values 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.

Our vision at Llantrisant Primary School is based on 4 purposes which we want all of our pupils to develop during their time with us.

We want our pupils to be:

- *Ambitious, capable learners*
- *Enterprising, creative contributors*
- *Ethical, informed citizens*
- *Healthy, confident individuals*

Llantrisant Primary 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

At Llantrisant Primary School we pride ourselves on holding a vision for all our pupils that ensures they achieve the very best education.

Our vision at Llantrisant Primary School is:

"to promote a stimulating and challenging environment in which every child is encouraged to build resilience and to have: an eagerness to learn, respect for themselves and one another and to do so in the spirit of thoughtfulness and cooperation".

Our vision for education at Llantrisant Primary School is based on 4 purposes which we want all of our pupils to develop during their time with us.

At Llantrisant Primary we want our pupils to be:

- Ambitious, capable learners
- Enterprising, creative contributors
- Ethical, informed citizens
- Healthy, confident individuals

Values

Alongside our vision, we hold a set of values that we aim to develop within our pupils and staff. Not only do we want to develop our pupils academically, but believe our role as a school is to also promote our pupils as good citizens in their community; with high levels of well-being and self-esteem too.

At Llantrisant primary school, we encourage and develop the following values in our pupils:

- Resilience
- Independence
- Cooperation
- Respectfulness
- Aspiration
- Thoughtfulness
- Inclusivity
- Inquisitiveness
- Good communication and listening
- Good problem solving and critical thinking

About Llantrisant

Our school is an English medium primary school in the area of Llantrisant. There are 132 learners on roll, including 7 pupils in the Local Authority's Observation and Assessment class. In total, around 23% of learners are eligible for free school meals. Approximately 3.8% learners have an additional learning need, however, many pupils' needs are met via the extensive universal provision offered by the school. 4 pupils currently have LEA maintained IDPs and 1 pupil has a school maintained IDP. The school has a growing diverse

population, and approximately 6% of pupils come from a minority ethnic background and speak English as an additional language. Approximately, 5 different languages are spoken within the school community, and 1 pupil speak Welsh as a first language. The school receives pupils from the full range of abilities

Llantrisant is in many ways an established community, with many parents, grandparents being former pupils of the school. At Llantrisant Primary, the curriculum and ethos, wherever possible, will reflect and celebrate what is distinctive about life in Wales and helps pupils to acquire a sense of belonging.

At Llantrisant Primary School we strive to provide an educational experience of the highest standard, while instilling our all pupils with the self-belief and self-confidence to achieve their highest potential. 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 is 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 covers 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 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 Llantrisant Primary is Lisa Davies
Further information can also be provided by the Headteacher if required.

Llantrisant Primary School**STRATEGIC EQUALITY PLAN FOR 2022-2026**

Date of Issue: Spring 2023
First review of the Strategic Equality Plan: Spring 2024
Formal review of Strategic Equality Plan: Summer 2026

Equality Objective 1

To raise awareness with all pupils, parents, staff and governors the implications and responsibilities associated with the duty of the school in relation to the SEP

Success criteria

- Accurate picture of gaps and issues identified and fed back to School Pupil Council and Governing Body
- Staff, pupils, parents and governors have a better awareness of equality and diversity issues
-

Acti ons	Description	Resources Cost	Lead Officer	Start Date	End Date
1.1	Produce a questionnaire/survey for pupils, parents, staff and governors to measure their understanding of equality and diversity; analyse findings	Survey/ Questionnaire	HT/WB Team	Spring 2023	Spring 2024
1.2	Liaise with LA to ensure all stakeholders have basic awareness training Explore opportunities with cluster schools	Professional Learning Opportunities	HT/ WB Team	Spring 2023	Autumn 2025
1.3	Create a programme of awareness raising sessions / booklets; engage in related national events which celebrate different Protected Characteristics	Professional Learning Opportunities	HT/WB Team	Summer 2023	Summer 2025
1.4	Ensure Equality & Diversity is addressed in all AoLEs; appropriate resources available to support teaching and learning; extend and celebrate differences throughout the year in classrooms through PSD and topic activities and Collective Worship	AOLE Team release	All staff	Summer 2023	On- going
1.5	Invite visitors to school to talk to pupils - religious members within the community, role models with a disability to discuss their achievements and the role they play in society	Visitors	HT SLT	Spring 2023	On- going

Equality Objective 2

Develop the quality and use of our equality monitoring and data collection to help us implement a meaningful and effective SEP with raises standards for all

Success criteria

- Greater understanding of what equality data we currently collect and analyse
- Identification of existing data collection gaps and plans in place address
- Completed Equality Impact Assessments (EIA)
- Introduction of on-entry Data Collection Sheet
- Reduction in gap between identified vulnerable groups of learners
- Report all finding to staff and governors
- SIP utilises equality data to set actions
-

Acti ons	Description	Resources	Lead Officer	Start Date	End Date
2.1	Develop a better understanding of the diversity of our school community of pupils, parents, staff and governors	Surveys	HT/ Wellbeing Team	Spring Term 2023	Spring Term 2024
2.2	Use the data to review the effectiveness of school policies (Anti-Bullying; Teaching & Learning) across the Protected Characteristics	School Policies	HT SLT Governors	Summer Term 2023	Autumn Term 2024
2.3	Use our own and other local, regional and national data and research to build a full picture of differences in achievement between different Protected Characteristics	Data	HT SLT Governors	Spring Term 2023	Autumn term 2025
2.4	Use the data analysis to create proactive interventions based on regional and national trends or priorities in order to offset any potential inequalities in attainment and attendance that are not currently identified	Intervention plans	HT SLT	Summer Term 2023	Spring term 2025
2.5	Stakeholders have information about the improvements and the opportunity for input to support progress	Progression Meetings/Data	HT SLT	Summer 2023	Summer 2025

Equality Objective 3

To tackle poverty and support independent living by considering the impact of any policy changes or decisions we make under the socio-economic duty

Success criteria

- To consider the potential impact of poverty
- To ensure that lack of affordability is not seen to be a barrier to participation for our parents/carers in the vast majority of relevant activities

Acti ons	Description	Resources	Lead Officer	Start Date	End Date
3.1	<p>HT to continue to liaise with Governors/WB Team in relation to any affordability issues.</p> <p>Measures to include:</p> <ul style="list-style-type: none"> • Subsidising wholly/partly total cost of school trips • Offering instalment payments for more expensive trips e.g Llangrannog • Some experiences provided in school, rather than off-site, and funded by school • Flexible approach to school uniform • Food bags available weekly from Beddau Food Hub • Pre-loved School Uniform available at no cost 	<p>Grant data</p> <p>Pre-loved Uniform</p> <p>Beddau Food Hub</p>	<p>HT</p> <p>SLT</p> <p>H&WB</p> <p>AOLE</p> <p>Lead</p>	Ongoing	Ongoing

Equality Objective 4

To 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

Success Criteria

- To ensure all pupils and parents/carers feel they have the opportunity to have their say
- To ensure all pupils have the opportunity to participate in issues that affect them in school and across a range of different topics

Acti ons	Description	Resources	Lead Officer	Start Date	End Date
4.1	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 school life	<p>Pupil Voice</p> <p>Planning</p> <p>Data</p>	<p>MJ</p> <p>SLT</p>	Ongoing	Ongoing
4.2	Continue to develop the role of pupil voice within curriculum planning and evaluation	Minutes of meetings			

Equality Objective 5

To develop and create a Diverse and Anti-Racist culture in school

Success Criteria

- To ensure diversity and anti-racism is visible across the school
- To audit our 'hidden curriculum'
- To use a diversity lens on our school policies

Actions	Description	Resources	Lead Officer	Start Date	End Date
5.1	To purchase a broader diverse range of resources, reading materials and online access to ensure diversity is firmly embedded within our learning/curriculum	Reading materials Online materials	HT CB WB team	Autumn 2023	Ongoing
5.2	Staff to engage in DARPL work DARPL online training to be used	Strategic Plan to ensure all staff engage with DARPL Professional Learning with AI Team	HT CB	Autumn 2023	Ongoing
5.3	Questions to consider: Is our curriculum representative of all pupils? How will you know what good anti-racist practice looks like? Does our SIP include targets to develop anti-racism? Do our displays represent all pupils? What is done to celebrate all cultures? How will we know if ALL pupils feel valued and feel a sense of cynefin? Do we engage with the local community enough? Is our anti-racist message visible and communicated well enough?	Curriculum Planning SIP MER Cycle	HT SLT	Autumn 2023	Ongoing