



	Date Adopted	Review Date
Policy	Sum 2022	Aut 2024
Procedure		
Information		

Strategic Equality Plan (2020 – 2024)

Introduction

At Bryncethin 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

In Bryncethin Primary School, there is very little diversity within our pupil population. At the time of writing, over 96% of pupils are white British. Over 95.7% of pupils have English as their first (home) language, and none have Welsh as a first language. A very small minority of pupils have a recognised disability or significant medical condition, and this can have an impact upon their attendance.

The proportion of families eligible for Free School Meals is around 30% of the school population.

Since the pandemic, we have seen a moderate increase in the need for support to pupils and families around issues of mental health. An increasing number of families have either recently or currently receive support via Early Help. A small number of pupils also receive play therapy/ counselling from outside agencies via Early Help and CAMHs, which we support either by facilitating at school or enabling pupils to attend during the school day. The school has large playgrounds and gardening areas offering good facilities for learning and play.

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

At the time of writing, we are developing our planning to further integrate the articles of the UNCRC into our curriculum provision as part of Curriculum for Wales. These will be aligned to the strands identified with the RSE Code (Relationships and Identity, Sexual Health & Wellbeing, Empowerment, Safety & Respect) and drawing upon the guidance in the Children's Commissioner document 'The Right Way' 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

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

Objective 1: Everyone who accesses our education should be free from discrimination, bullying and abuse in school.				
Additional information from local engagement. Bullying is very rarely a problem at Bryncethin. 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 new 2019 WG Guidance and definition.	Headteacher	Spring 2022	Autumn 2022
This objective will be judged to be successful if... Revised policy implemented through consultation with stakeholders, build into long-term curriculum provision and agreed 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.	Headteacher	September 2022	July 2023
This objective will be judged to be successful if...				

All staff are aware of the wellbeing charter and no issues raised / ongoing in relation to this and opportunities for any staff due to protected characteristics.

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	Headteacher continues to liaise with governors / DHT / admin staff in relation to any affordability issues. Measures include: • Subsidising wholly/partly total cost of school trips. • Offering instalment payments for more expensive trips. • Some experiences provided in school, rather than off-site, and funded by school. • Flexible approach to school uniform.	Headteacher Governing Body	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.	Health & Wellbeing AoLE Team	Ongoing	Ongoing
2	Explore opportunities to 'measure' wellbeing.	Health & Wellbeing AoLE Team	September 2022	July 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.	Safeguarding Leaders	Ongoing	Ongoing
	Ensure that relevant classroom staff are aware of any current issues or concerns, for example upon receipt of 'Operation Encompass' notices or PPNS.	Safeguarding Leaders	Ongoing	Ongoing

	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.	Safeguarding Leaders	Ongoing	Ongoing
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This objective will be judged to be successful if...

Our school continues to be an environment where parents, pupils and staff feel safe. Relevant staff are able to continue to support pupils and families for any issues outside of school to the best of our ability.

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 wide range of pupil committees beyond our school council, including eco, sports, 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.	Senior Leadership Team	Ongoing	Ongoing
2	Continue to develop the role of pupil voice within curriculum planning and evaluation.	Senior Leadership Team	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.