



Working, Praying, Sharing and Learning Together”
“Gweithio, Gweddio, Rhannu a Dysgu gyda’n gilydd”

St Mary's R.C. Primary School



Strategic Equality Plan

May 2023

Date	Review Date	Leads	Nominated Governor
May 2023	May 2024	Mr. M. Buckley	Mr. R. Hathway

United Nations Convention on the Rights of the Child.
Article 24 - All children have the right to the best possible health.
Article 27 - All children have the right to a standard of living that is good enough to meet their physical and social needs and support their development.

Introduction

We aim to develop the whole child to the best of his/her ability in the context of a Catholic ethos and in partnership with the parent and parish community.

We aim to ensure that everyone has the same chances and opportunities irrespective of race, religion, sex, class or disability.

We place great emphasis on forming each child to become a valuable member of the school community. Discipline and moral values are based on the Christian message. Children are taught to care for each other and mutual respect is paramount.

The school works hard within the community and is developing a high profile. There are excellent links with a range of outside agencies, embracing the expertise to support and challenge. The school actively promotes and encourages the professional development of all staff and works hard in the community to maintain a high profile.

St. Mary's R.C. Primary School is situated in the small town of Brynmawr, with access to the Heads of the Valleys road. The school caters for children from the ages of 3 to 11. Children come primarily from the parishes of the St. Mary's RC Church, Brynmawr. Mrs. Karen Lewis is the Chair of Governors and the Parish Priest is Fr. Liam Hennessy.

St. Mary's serves a mixed area with pupils travelling from Blaenau Gwent and Monmouthshire. Many of the children are living in 20% of the most deprived areas of Wales. There are 31% FSM. The ability range is mixed. Many children entering school have very poor basic skills.

In September 2023 there were 8% of pupils with ALN. There are no statemented children. There are a sizable number of EAL children - 19%. Attendance is currently 90.4%. The building is a fairly modern in construction and we constantly strive to improve all areas and particularly outdoor areas for Early Years. Many visitors to the school comment on the warm welcome they receive and the politeness of our pupils.

Our school mission of 'Working, Praying, Sharing and Learning Together', is always evident and is central to the development of each pupil and to affirming the importance of every pupil's dignity and worth. Education is a partnership between home, school and parish so we positively encourage and promote the participation of parents in the learning process and in the life of our school to promote the best outcomes for pupils. Parents are welcome partners in the education of their child and in the development of our school family. The Equality Act 2010 gives us the framework for this plan.

The Human Rights Act 1998, the Welsh Language Act 1993 and the Welsh Language (Wales) Measure 2011 are also relevant to this policy.

Under the Equality Act 2010 the school will work towards:

1. **eliminating** unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;

2. **advancing** equality of opportunity between people who share a relevant protected characteristic and those who do not;
3. **fostering** good relations between people who share a protected characteristic and those who do not;

The act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Who is protected?

This plan protects the following people:

- pupils,
- school governors,
- staff employed on a full time or part-time basis,
- all permanent or temporary contracts,
- agency staff
- casual workers
- contractors.

Aims

- The aim of this policy is to ensure that in carrying out its activities the school will have due regard to elimination of unlawful discrimination, harassment and victimisation.
- The advancement of equality of opportunity, across all the activities of the school between different groups.
- The encouragement of good relations between people of a diverse background.

In the implementation of this plan the school will aim:

- To develop and promote a culture of equality and diversity throughout the school community.

- To develop and promote a culture of dignity, courtesy and respect.
- To respect the human rights of all our pupils and staff.
- To work to prevent all forms of unlawful discrimination and tackle barriers which could lead to unequal outcomes for identified groups of pupils and staff.
- To deal with all forms of discrimination consistently and effectively.
- To ensure that the Strategic Equality Plan influences and informs the ethos of the school.

Roles and Responsibilities:

All members of the school community are expected to behave with dignity, courtesy and respect and to act in a manner that does not unlawfully discriminate at all times.

Role of Pupils

- To support the aims of the Strategic Equality Plan.
- To encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.
- To be aware of equality and diversity issues.
- To adopt the same principles when they are outside of school

Role of Governing Body

- To hold ultimate accountability for the Strategic Equality Plan.
- To ensure that the school complies with the Equality Act 2010 and that this policy and its related procedures and action plans are implemented.
- A designated member of the governing body has oversight of this plan and its implementation.

Role of Headteacher

- To provide leadership in the operation and implementation of the Strategic Equality Plan for pupils and staff.
- To ensure all staff are aware of their responsibilities under the equality Act 2010 and are given the appropriate training and support.
- To take appropriate action in any case of unlawful discrimination
- To allocate a senior member of staff for the day to day coordination of the implementation of this plan.

Role of Head teacher or nominated member of Senior Leadership Team

- To be the designated senior member of staff for the operation, management and coordination of all aspects of this plan and will be supported by the governing body in doing so.
- To devise and recommend policies, procedures and action plans to ensure that all legislative requirements are met and best practice adopted.
- To collect and review data in relation to the protected characteristics and the Welsh Language relating to pupils and staff.
- To review policies and procedures in relation to compliance with the Equality Act 2010 and to make changes as appropriate.
- To advise on the provision of appropriate equality training and awareness-raising in relation to all equal opportunities and diversity matters.
- To ensure that all appointment panels are aware of this policy and give due regard when it comes to employment or training opportunities.
- To ensure appropriate training for pupils, staff and governors on the Equality Act 2010 and any relevant equality and diversity issues
- To review the Strategic Equality Plan annually and advise the Governing Body of any matters with regard to the plan.

Role of school staff

- To support the aims of the schools' Strategic Equality Plan.
- To encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with policy.
- All staff will ensure that pupils are treated to their needs, fairly and with dignity and respect.
- To undertake appropriate equality and diversity training

Role of parents/carers

- To support the aims of the Strategic Equality Policy
- To support the school in the promotion of the principles of dignity, courtesy and respect
- To encourage children and young people to promote the above principles outside of school.

Training

Schools will need to determine the level of Equality Act 2010 and Equality and Diversity awareness raising and training that will need to be provided for staff. In addition, information will need to be provided to all pupils in order to continue to raise awareness of equality and diversity and the contents of this plan through the schools PSE programme.

Communication of this plan

This plan is available on the school's website at www.stjosephs.cymru It will also be available in printed form from the school reception.

Confidentiality

Any information disclosed to the School in relation to equality and diversity issues will be kept strictly confidential in accordance with legislative requirements. On a termly basis and in line with the agreed protocol for data collection, the school will continue to provide the Education Directorate with agreed performance information in order to inform the Councils Education Inclusion matrix.

Good practice for dealing with discriminatory incidents

Any discriminatory incidents will follow the relevant school policy for managing behaviour or bullying or School Disciplinary policy for staff (whichever is appropriate). All incidents will be acknowledged, investigated and appropriate action taken. The school has a zero tolerance approach to all types of discriminatory behaviour and bullying.

Monitoring and evaluation.

This plan will be monitored annually by the Headteacher or nominated member of Senior Leadership Team. Statistics will be gathered to monitor equality across all aspects of the school's processes and will be used to inform future practice as a part of the schools self - evaluation process. The school will also take into account evidence from Estyn Inspection findings, independent reviews or feedback from the Council in response to the data gathered through the Education Inclusion matrix.

Review

The Governing Body, in consultation with the Head teacher, the pupils, staff and parents/carers, will review this plan annually in order to ensure the delivery of the action plan (Appendix 1).

Strategic Objectives

The following are the schools strategic objectives and are cognisant of the Councils equality objectives which are:

- i. Make equality vital in decision making and service provision;
- ii. Be an equal opportunity employer, with a workforce that is aware of, and understands the equality agenda
- iii. Do our best to engage, protect and support those people in our community that need it the most, and
- iv. Promote understanding and acceptance of diversity in our communities
- v. To monitor any discriminatory incidents of bullying over the next four years
- vi. To continue to monitor the attendance levels of children across the protected characteristics by over the next four years and reduce the gap in attendance to bring more into line with non FSM pupils

- vii. To implement a well-being matrix that will monitor pupil well-being The school objectives have been further informed through consultation with pupils, staff, pupils, Governors, parents/ carers and the wider school community.

Objective 1 : MAKE EQUALITY VITAL IN DECISION MAKING AND SERVICE PROVISION

Ref No	What are we going to do?	What is the timeframe?	Who will lead in making it happen?	Considered Impact on Protected Characteristics √ that apply to the action			
1(3E)	Annual review of progress against individual school strategic equality plans and related action plans	July 2024 and annually there after	HT	S	√	SO	√
				A	√	GR	√
				D	√	M&CP	√
				R	√	P&M	√
				R&B	√	W	√
2 (4E)	Report on the progress of School Equality Plan through the Governing Body	Annually – autumn term 2024	HT	S	√	SO	√
				A	√	GR	√
				D	√	M&CP	√
				R	√	P&M	√
				R&B	√	W	√
3 (7E)	Work with the school community to raise the profile of the equality agenda and develop understanding	2023/24	SLT	S	√	SO	√
				A	√	GR	√
				D	√	M&CP	√
				R	√	P&M	√
				R&B	√	W	√
		2023/24	HT, Governors	S		SO	

4 (8E)	Establish the role and work programme of the link governor in schools			A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
5 (17E)	Ensure that relevant equality web pages of school websites contain good quality, up to date equality information	2023/24 and ongoing	HT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	

6 (18E)	Monitor complaints and compliments procedures for equality issues and report on the governing body and corporate director	Annually autumn term for previous academic year beginning 2023	HT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
				S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	

Objective 2: BE AN EQUAL OPPORTUNITY EMPLOYER, WITH A WORKFORCE THAT IS AWARE OF, AND UNDERSTANDS THE EQUALITY AGENDA

Ref No	What are we going to do?	What is the timeframe?	Who will lead in making it happen?	Considered Impact on Protected Characteristics √ that apply to the action			
** (22E)	Update information from staff to help address workforce equality issues by carrying out a staff questionnaire on equality issues	2023/24	HT, SLT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (28E)	Offer a range of generic equality and diversity training opportunities including intranet focused e- learning pool, seminars, training courses and conferences	2023/2024	BG, HT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
		2023/24	HT	S		SO	

** (29E)	Encourage staff in specific roles to undergo equality and diversity training e.g. frontline staff, customer service staff, key policy makers			A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (31E)	Provide effective counselling support to staff	2023/24	HT, OD	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (32E)	School to become proactive in equality forums	2023/24	HT, SLT, Governors	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
				A		GR	
				D		M&CP	

Objective 3 : DO OUR BEST TO ENGAGE, SUPPORT AND PROTECT THOSE PEOPLE IN OUR COMMUNITY THAT NEED IT THE MOST

Ref No	What are we going to do?	What is the timeframe?	Who will lead in making it happen?	Considered Impact on Protected Characteristics √ that apply to the action			
(33E)	<i>See EAL/Multilingual actions in SDP 2023/24</i>	2023/24	HT & EAL Lead	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	

				R&B		W	
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Objective 4 : PROMOTING UNDERSTANDING AND ACCEPTANCE OF DIVERSITY WITHN OUR COMMUNITIES

Ref No	What are we going to do?	What is the timeframe?	Who will lead in making it happen?	Considered Impact on Protected Characteristics √ that apply to the action			
** (56E)	Produce equality focused communication eg school newsletters, website	2023/24	HT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (59E)	Research equality related campaigns and promote appropriately e.g. International Women's day, Holocaust Week, UN International Day for Older People Celebration	2023/24	HT, SLT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (66E)	Develop projects which encourage people to get on together such as inter-generational, people from different religions, race, language sessions	2023/24	HT, SLT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
				S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	

Objective 4 : PROMOTING UNDERSTANDING AND ACCEPTANCE OF DIVERSITY WITHN OUR COMMUNITIES

Ref No	What are we going to do?	What is the timeframe?	Who will lead in making it happen?	Considered Impact on Protected Characteristics √ that apply to the action			
** (56E)	Produce equality focused communication eg school newsletters, website	2016/2018	HT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (59E)	Research equality related campaigns and promote appropriately e.g. International Women's day, Holocaust Week, UN International Day for Older People Celebration	2016/2020	HT, SLT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
** (66E)	Develop projects which encourage people to get on together such as inter-generational, people from different religions, race, language sessions	2017/2018	HT, SLT	S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	
	<i>ADD ANY OTHER ACTIONS RELEVANT TO SCHOOL</i>			S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	

Add in further school specific objectives as listed in section 12 Objective

Ref No	What are we going to do?	What is the timeframe?	Who will lead in making it happen?	Considered Impact on Protected Characteristics √ that apply to the action			
				S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	

				R		P&M	
				R&B		W	
	<i>ADD ANY OTHER ACTIONS RELEVANT TO SCHOOL</i>			S		SO	
				A		GR	
				D		M&CP	
				R		P&M	
				R&B		W	