

St David's RC Primary School

Strategic Equality Plan

2024-2028



Strategic Equality Plan agreed by Governors:

March 2024

Scheme due for review: March 2028

Policy Review Dates:

Signed by Chair: D. Stanton

Signed by Head Teacher : L M Harris

Contents of our Strategic Equality Plan (SEP)

1. Our distinctive character, values, priorities and aims

- 1.1 School values
- 1.2 Characteristics of our school
- 1.3 Mainstreaming equality into policy and practice
- 1.4 Setting our equality objectives

2. Responsibilities

- 2.1 Governing Body
- 2.2 Senior Leadership Team
- 2.3 Staff – teaching and non-teaching
- 2.4 Learning and Teaching
- 2.5 School Curriculum
- 2.6 Admissions, attendance, behaviour, discipline and exclusion
- 2.7 Attainment, progress and assessment.
- 2.8 Partnerships with parents and the community.

3. Information gathering and Engagement

- 3.1 Purpose and process
- 3.2 Types of information gathered

3.3 Engagement

4. **Equality Impact Assessment**
5. **Objectives and Action Plans**
6. **Publication and reporting**
7. **Monitor and Review**

Appendices

- App. 1 Torfaen Equality Promise Objectives**
- App. 2 School Equality Objectives and Action Plan**
- App. 3 School Access Plan**

1. Our distinctive character, priorities and aims

1.1 School values

Our aim is to provide a high quality education which is deeply rooted in the teachings of Christ; living out the Gospel values on a daily basis, where each individual is a valued member of our community and is able to develop his or her talents to the full. We aim to promote in all members of our community, faith and religious commitment, in accordance with the rites, practices and teachings of the Catholic Church.

As a school we aim to:

- Nurture our pupils by helping them grow into virtuous young people based on our values of: *grateful and generous, attentive and discerning, compassionate and loving, faith-filled and hopeful, eloquent and truthful, learned and wise, curious and active, intentional and prophetic*
- Help our children grow with Christ at the centre of everything that we do
- Work with governors, staff, parents and pupils in our school community to ensure that your child flourishes in a caring, Christian environment
- Provide opportunities for your child to participate in acts of worship in school and with the Parish during Mass on a weekend
- Engage with our pupils to put their needs and interests first
- Care for your child's individual needs and well-being
- Help children foster a love for learning in a stimulating environment through the provision of rich tasks and experiential learning
- Ensure that your child achieves their full potential as a valued member of our school community
- Help children understand that everyone is unique and celebrate our differences
- Help children understand right from wrong by developing a sense of responsibility
- Welcome you at all times and offer opportunities for you to engage in the daily life of the school
- Keep you informed about general matters and of your child's progress

The distinctive nature of our Catholic School

We aim to achieve this in the following ways:

- Ensuring Daily acts of worship
- Celebration of the Church's liturgy
- Ensuring that Gospel values underpin all areas of school life
- Seeking to engage Catholic pupils in a deeper understanding of their faith
- Engaging parents to support the faith development of their children
- Communicating the Christian message of love, justice, tolerance and respect on the basis of all relationships
- Encouraging children to access the prayer room in the school
- Ensuring daily Christian Meditation
- Considering applications for admissions irrespective of particular circumstance

At St Davids R.C. Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of disability, race, gender, age, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership. 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. At St David's R.C. Primary School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

1.2 Characteristics of our school

St David's R.C. Primary was rebuilt in 1966 after a fire destroyed the old building and is situated at the edge of an industrial estate. We serve pupils aged 3 – 11 years from the parish of Our Lady and St. David's in Cwmbran. As a Catholic school the admissions criteria includes reference to children's religious backgrounds and therefore around half the children attend from out of the local area of the school.

The Gospel provides the foundation from which we build upon; we endeavour to form a strong partnership with home and the parish to achieve shared aspirations and to fulfil our mission:

'Learning, Loving, Laughing, following in the footsteps of Jesus.'

Our school operates an inclusive policy. We value all stakeholders and welcome them into our school. We endeavour to make any reasonable adjustments to include anyone with a disability in school life.

1.3 Mainstreaming equality into policy and practice

At St David's RC Catholic Primary School we are committed to providing equality and excellence for all in order to promote the highest standards.

The **purpose** of this Strategic Equality Plan is to fulfil that duty in respect of each of the protected characteristic groups in establishing justice and equality in all aspects of our policies, procedures and practices.

The **principles** of this Strategic Equality Plan apply to all members of the school community.

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- monitor achievement data according to the various protected characteristics and action any gaps;
- take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek 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

1.4 Setting our equality objectives

We recognise our duty and responsibility to establish equality for all learners, staff, other members of the school community and service users regardless of their ***race, gender, disability, gender reassignment, sexual orientation, pregnancy & maternity, religion or belief, marriage and civil partnership as defined within the Equality Act 2010.***

The purpose of our **Strategic Equality Plan (SEP)** is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies.

In setting the equality objectives for this school, we will take due regard to the Equality Act general duty:

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

- a. removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b. taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - c. encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
4. As a VA school, St. David's has exceptions to the general code as applied by most schools in England and Wales, including:
- The admissions code permits that priority may be given on the basis of faith criteria in cases where schools are oversubscribed.
 - Catholic schools will be able to mark or celebrate events specific to their religion and ethos. Parents, guardians or carers will not be able to claim that their children have been discriminated against simply because an equivalent celebration of events of significance to their particular religion is not arranged. Schools will also be able to arrange trips to the local church and will not have to organise visits to accommodate children of other faiths within the school.
 - This means that for Catholic schools, in common with other VA schools, preference may be given with the appointment, remuneration or promotion of teachers, to those whose religious beliefs or religious practice is in accordance with the tenets of the school's religion or religious denomination or who give or are willing to give religious education in accordance with the tenets of the faith. Conduct that is incompatible with the precepts of the Church, or which fails to uphold its tenets, may be taken into consideration in determining whether the teacher's employment should be terminated.

Our SEP and Equality Objectives:

We have based our Strategic Equality Objectives on local, regional and national priorities within education as well as feedback from engagement with our school community and our own school data.

The delivery of our SEP will contribute to all of our actions and commitments to:

- raise standards;
- narrow the attainment gap in outcomes for children and young people;
- improve outcomes as described within the Children and Young People Plan (CYPP);
- promote community cohesion

Our School Equality Objectives are set out in **Section 5 and Appendix 2**.

2. Responsibilities

2.1 Governing Body

The governing body has set out its commitment to equality and diversity in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, 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 pupils;
- ensures that no child is discriminated against whilst in our school
- acknowledges that it has a key leadership role in promoting equality and recognises the need to work with school staff and partnership organisations including the LA

In order to meet its reporting responsibility, the governing body will report on the progress of the SEP annually, as part of its Annual Report to parents.

2.2 Senior Leadership Team (SLT)

The SLT promotes equality and eliminates discrimination by:

- implementing the school's SEP, 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 SEP and equality objectives,
- ensuring that all appointments' panels give due regard to this 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 Authority's and school's policies

2.3 Staff – teaching and non-teaching

The school regards equality for all as a responsibility for all. All members of staff contribute to ensuring that our school is a fair, just and cohesive community by:

- ensuring that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's SEP;
- 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 LA and school's policies, e.g. reporting of racial incidents;
- supporting the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents

2.4 Learning and Teaching

- All pupils have access to the mainstream curriculum in accordance with WAG guidelines. As a Catholic School, St David's also incorporates 10% of teaching time for Religious Education: Foundation Phase = 2hours and Key Stage 2 = 2.5hours per week.
- All classroom staff ensure that the classroom is an inclusive environment in which pupils feel safe, included and that their contributions are valued.
- Teaching styles include collaborative learning and AFL practices so that pupils appreciate the value of working together. All pupils are encouraged to question, discuss and collaborate in problem-solving tasks.
- Pupil grouping in the classroom is planned and varied. Allocations to teaching groups are kept under review and may, where appropriate, be analysed by equality indicators.
- All classroom staff encourage pupils to become independent and to take appropriate responsibility for their own learning.
- All staff challenge stereotypes and foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

- Resources and displays reflect the experience and backgrounds of a range of people living in the United Kingdom. They celebrate diversity and challenge stereotypes in all curriculum areas. They are reviewed regularly to ensure that they reflect the inclusive ethos of the school.
- Pupil grouping in the classroom is planned and varied. Allocations to teaching groups are kept under review and may, where appropriate, be analysed by equality indicators.

2.5 School curriculum

- Curriculum planning takes account of the needs of all pupils and considers them in relation to the various equality strands. The school monitors and evaluates its effectiveness in providing an appropriate curriculum experience for pupils of all backgrounds.
- The curriculum builds on pupils' starting points and is differentiated appropriately to ensure the inclusion of boys and girls; pupils who are disabled; pupils learning English as an additional language; pupils from minority groups; pupils who are more able and talented; pupils with special educational needs; pupils who are looked after by the local authority and pupils who are at risk of disaffection and exclusion.
- Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity. All subjects contribute to the spiritual, moral, social and cultural development of all pupils.
- The content of the curriculum reflects and values diversity. It encourages pupils to explore bias and challenge prejudice and stereotypes.
- Extra-curricular activities and special events e.g. school concerts and community events cater for the interests and capabilities of all pupils. The school gives due regard to parental preferences and concerns.
- Teaching and curriculum development are monitored to ensure high expectations of all pupils from all groups.

2.6 Admissions, attendance, behaviour, discipline and exclusion

- In line with WAG guidance, the Governing Body has responsibility for admissions and for ensuring that the process is monitored by a range of equality indicators to ensure that it is administered fairly and equitably to all pupils.

- Comprehensive information regarding pupils' ethnicity, home language, religion, physical needs, diet, known allergies etc is included in all admission forms.
- The school's procedures for disciplining pupils and managing behaviour are fair and applied equally to all. However it is recognised that social/cultural background and other personal factors may affect behaviour. The school takes this into account when dealing with incidents of unacceptable behaviour. All staff operate consistent systems of rewards and sanctions as agreed within the whole school behaviour policy statement.
- Exclusions and attendance are robustly monitored and effective action is taken in order to reduce gaps between different groups of pupils
- Absence is always followed up by appropriate personnel in compliance with agreed procedures stipulates within the whole school attendance statement. Those involved in this work are aware of and sensitive to community issues.
- Pupils, staff and parents are aware of procedures for dealing with harassment. They know that any language or behaviour which is racist, sexist, homophobic or potentially damaging to any group is always unacceptable. The appropriate policies (Anti-bullying, Behaviour and Discipline, Anti-Homophobic Bullying, Inclusion, Disability discrimination, Gender and Anti-Sexist, Race Equality) are all linked to this Strategic Equality Plan.
- Appropriate provision is made for leave of absence for religious observance for pupils and staff

2.7 Attainment, progress and assessment

- Staff have high expectations of all pupils and they continually challenge them to reach higher standards. The school recognises and values all forms of achievement.
- The monitoring and analysis of pupil performance by disability, special educational needs, gender, ethnicity and other social/cultural indicators enables the identification of groups of pupils where there are patterns of underachievement. The school ensures that action is taken to counteract this
- Staff use a range of methods and strategies to assess pupil progress. The school ensures that all formative and summative assessment is free of gender, racial, cultural and social bias.

- Self-evaluation and peer assessment provides all pupils with opportunities to take responsibility for their own learning through regular reflection and feedback on their progress, giving all pupils full opportunities to demonstrate what they know and can do and, therefore, to benefit from the process

2.8 Partnerships with parents and the community

- The school endeavours to provide information materials for parents in accessible, user-friendly language and formats. Where appropriate, the school will endeavour to provide information in community languages and alternative formats upon request. This includes use of St David's Facebook, Twitter, School website and access to translation software through Torfaen LA.
- Progress reports to parents are provided in a range of formats in order to ensure that all parents/carers have the opportunity to participate in the dialogue.
- All parents are encouraged to participate at all levels in the full life of the school. Information and meetings for parents are made accessible for all.
- Parental involvement is monitored to ensure the participation of parents from all groups whose children are at the school. Actions are included in the schools Strategic Equality objectives to address any inconsistencies. When appropriate the school will take steps to encourage the involvement and participation of under-represented groups of parents and sections of the community.
- The school works in close partnership with parents and the community to address specific incidents and to develop positive attitudes to diversity. Informal events are designed to include the whole community and, at times may target minority or marginalised groups.
- The school's premises and facilities are available for use by all groups within the community. The school endeavours to address accessibility difficulties.
- The school recognises that it has a responsibility to promote equality through its procurement and commissioning activities and endeavours to ensure the services it uses are aware of its equality objectives.

3. Information gathering and Engagement

3.1 Purpose and process

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. The information also subsequently helps us to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate impact assessment and identify which of the school's aims have been achieved and what we need to do better.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible while recognising issues of sensitivity in relation to the different protected characteristics. We take particular steps to ensure disabled children and young people, parents and carers are involved as is their entitlement. The reason that this progress is important is to understand the full range of needs of the school community.

3.2 Types of information gathered

The wide range of information gathered to support our planning and action to promote equality and eliminate discrimination includes the following:

- an analysis of the responses received from pupils, parents/carers, staff, governors and community groups following the distribution of a questionnaire to determine equality issues. The questions included in the questionnaire do not highlight specific protected characteristics, but seek to obtain stakeholders' views across the board;
- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics, if possible and appropriate. This helps us develop and monitor the scheme. Comprehensive and sensitive efforts are made to collect accurate information and meet data protection requirements, in addition to our duty to secure accurate information relating to ethnicity and first language;
- pupil attainment and progress data relating to different groups;
- children and young people's views actively sought and incorporated in a way that values their contribution;
- information about how different groups access the whole curriculum and how they make choices between subject options;
- sports and activities choices of all groups;
- uptake of enrichment activities by group;
- exclusions data analysed by group;
- records of bullying and harassment on the grounds of any equality issue;

- data on the recruitment, development and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage;

3.3 Engagement

The school involves **stakeholders** including children and young people, staff, parents/carers, governors and other users of the school in relation to all equalities duties. We take into account the preferred means of communication for those with whom we are consulting e.g. translated materials or interpretation facilities for disabled people or those for whom English is an additional language or are newly arrived in this country.

The views of stakeholders and other equalities related groups are genuinely taken into account when we set priorities.

- School has also employed the use of social media eg. Facebook, Twitter, and a website
In addition to a text Messaging service to disseminate information and gauge viewpoints as pupil post is sometimes a barrier to engagement.
- Meeting times vary and teachers are flexible in arranging meeting times
In order to accommodate needs of individuals, parents/carers and any other groups.

4. Equality Impact Assessment

Impact assessment refers to the review of all current and proposed plans and policies in order to help us act to promote equality and to ensure 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 this school's compliance of 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 SEP itself.

5. Objectives and Action Plans

Our chosen Equality Objectives are

- 1. All young people, staff and other adults respect each other and that school is a safe and happy place to learn and work.*
- 2. Children and young people are listened to and influence decision making.*

The school evaluates the effectiveness of the SEP on a regular basis, through the governing body and with Estyn when the school is inspected.

6. Publication and reporting

The school provides a copy of its SEP and its action plan to meet its equality objectives in a range of formats and actively makes it available to parents/carers and others, including those identified as difficult to engage. The school prospectus includes a reference to the SEP and the values underpinning it.

The school reports annually on the progress made on the action plans and the impact of the SEP itself on school ethos and practice within the school. This is undertaken as part of the Governors' Annual Report.

All data collected will be used solely for the purpose of analysing trends by protected characteristic in performance, take-up and satisfaction with services offered by the school or local authority. Such information will be stored separately from personal information which identifies the individual. In order to protect the identities of individuals when trend information is published no counts containing less than 5 individuals will be published.

7. Monitor and Review

As part of our responsibility to monitor the SEP, we commit to:

- revisiting and analysing the information and data used to identify priorities for the SEP and action plans. This incorporates use of the overview of outcomes;
- using the impact assessments to ensure that actions taken have a positive impact across all protected characteristics, that the promotion of equality is at the heart of school planning and that discrimination is being eliminated effectively.

The review of the SEP informs its revision, the setting of new priorities and action plans. This process continues to:

- involve the participation of a full range of stakeholders;
- be evidenced based - using information and data that the school has gathered and analysed;
- use the evidence to do accurate impact assessments which inform priorities.

We will undertake a full review of our SEP by March 2023.

Appendices

App. 1 Torfaen Equality Promise Objectives

App. 2 School Equality Objectives and Action Plan

App. 3 Current school Access Plan

Torfaen Equality Objectives

The most important part of the 'Equality Promise'

The Council's Equality Objectives:

Gender Equality

The Council Will Ensure Gender Equality In Pay Within The Workplace.

This Will Be Demonstrated Through Equality In Pay And Pay

Distribution Within The Workforce. (Executive Member For Resources)

How this will be achieved:

Through monitoring of workforce profile and taking positive steps via a Cabinet approved policy to reduce any significant inequality.

By when:

This will be an ongoing process with targets that will be reported to Cabinet Equalities Sub-Committee on an annual basis.

The Council In Collaboration With Other Stakeholders Will Work To Reduce Domestic Abuse Within The Torfaen Community And Improve Its Service Response To Victims Of Domestic Violence. (Executive Member For Corporate Governance And Community Safety)

How this will be achieved:

By monitoring the levels of incidence of domestic abuse in Torfaen and taking steps via Cabinet Equalities Sub-Committee approved policy to alter and develop the service response where insufficient reduction is achieved.

By when:

This will be an ongoing process with targets that will be reported to Cabinet Equalities Sub-Committee on an annual basis.

Disability Equality

**The Council Will Work To Reduce The Economic Disadvantage And Poverty Faced By Many Disabled People As A Result Of Reduced Access To The Opportunity For Work And Insufficient Welfare Support. –
(Executive Member For Health, Social Care, Well Being And Equalities)**

How this will be achieved:

Through employment, poverty alleviation and regeneration projects that have a specific emphasis toward reducing the inequality experienced by disabled people.

By when:

This will be an ongoing process with improvement targets set that, the achievement of which will be reported to Cabinet Equalities Sub-Committee on an annual basis.

**We Will Improve Access To Council's Buildings And Services.
(Executive Member For Resources)**

How this will be achieved:

Through building physical accessibility improvements into the standard estate management process.

By when:

This will be an ongoing process with targets that will be reported to Cabinet Equalities Sub-Committee on an annual basis.

We Will Work To Improve Accessibility To Quality And Timely Housing Suitable To The Needs Of Disabled People. (Executive Member For Health, Social Care, Well Being And Equalities)

How this will be achieved:

Annual improvement targets will be set to improve the housing provision waiting time 'gap' for disabled people and policy or process developed to achieve this.

By when:

This will be an ongoing process which will be reported to Cabinet Equalities Sub-Committee on an annual basis.

Race Equality

We Will Work Toward Narrowing The Gap In Educational Participation And Achievement For Children For Who It Is Demonstrable Are Disadvantaged In The Education System. (Executive Member For Children And Young People)

How this will be achieved:

Positive intervention projects will continue to be developed by the LEA and performance improvement targets set.

By when:

This will be an ongoing process, progress on which will be reported to Cabinet Equalities Sub-Committee on an annual basis.

We Will Work To Ensure That All People Feel Safe And Specifically Work To Reduce, Detect And Respond To Hate Crimes And Harassment. We Will Consider All Groups That Can Be Affected By Hate Crime This Being: Age, Race, Disability, Religion And Sexual Orientation And Transgender. (Executive Member for Corporate Governance And Community Safety)

How this will be achieved:

By monitoring the levels of incidence of Hate crime in Torfaen and taking steps via Cabinet Equalities Sub-Committee approved policy and the Community Safety Partnership to alter and develop the service response.

By when:

This will be an ongoing process with targets that will be reported to Cabinet Equalities Sub-Committee on an annual basis.

Age Equality

We Will Work To Reduce The Employment Disadvantage Experienced By The Young People And The Proportion Of Young People Not In Work, Education, Employment Or Training. (Executive Member For Children And Young People)

How this will be achieved:

Through employment, poverty alleviation and regeneration projects that have a specific emphasis toward reducing the inequality experienced by young people.

By when:

This will be an ongoing process with improvement targets set that, the achievement of which will be reported to Cabinet Equalities Sub-Committee on an annual basis.

We Will Work To Reduce Any Care Disadvantage Experienced By Older People And Promote Greater Opportunities For Re-ablement. (Executive Member For Health, Social Care, Well Being And Equalities)

How this will be achieved:

Through various rehabilitation projects that have a specific emphasis toward promoting and protecting the independence of older people.

By when:

This will be an ongoing process with targets that will be reported to Cabinet Equalities Sub-Committee on an annual basis.



St Davids RC Infant and Primary School

Dysgu, Caru, Chwerthin, Dilyn yn ol-traed Iesu

Learning, Loving, Laughing Following in the footsteps of Jesus

Strategic Equality Plan 2024-2028

Equality Objective 1: All children, staff and other adults respect each other and that school is a safe and happy place to learn and work					
Rationale:					
Action/Professional Learning	Success Criteria	Progress Against Actions			
		March 25	March 26	March 27	March 28
Promote and embed school rules and virtues	Pupils involved in establishing new rules All stakeholders involved in setting new rules Displayed around school Awards given in praise assemblies Pupils involved with setting sanctions Use of restorative behaviour strategies				
PV- wellbeing warriors consulted- pupils involved in - Healthy Schools initiative	Work on new Healthy Schools programme Fruity Fridays re-established Successful promotion of healthy snacks at breaktime.- less waste generated at school Wellbeing warriors present to governors				
Raise awareness with all stakeholders	Shared on website Rules shared with staff /pupils parents				
Anti bullying week/other themed weeks, show racism the red cards, holocaust memorial	Evidence on twitter, social media , learning journals of pupils involvement and understanding of relevant events.				



St Davids RC Infant and Primary School



Dysgu, Caru, Chwerthin, Dilyn yn ol-traed Iesu

Learning, Loving, Laughing Following in the footsteps of Jesus

Equality Objective 2: Ensure all learners have positive role models to inspire aspiration and confidence and that diversity is celebrated and supported.					
Rationale:					
Action/Professional Learning		Success Criteria		Progress Against Actions	
		March 25	March 26	March 27	March 28
Provide all pupils with access to texts that document the achievements all genders and minority groups.	<ul style="list-style-type: none"> All classes have readily available appropriate texts for pupil use. Texts are accessed in book corner / class library and used by a range of learners. 				
Share and discuss class texts with all learners to raise awareness of positive role models.	All teacher planning includes termly focus on a text / texts which document the achievements of a diverse range of individuals and groups over the course of a year.				
Develop small world and role play resources and areas in Progress Step 1 and 2 to allow pupils to role play as a variety of positive role models. Staff scaffold and prompt during play to challenge stereotypes	<ul style="list-style-type: none"> Role play areas enable children to enact a variety of roles including those that they may not previously have considered. Children play with a range of small world figures representing a diverse range of groups. Learning walks demonstrate staff using play to effectively challenge stereotypes and raise aspiration. 				
Develop staff understanding of the new curriculum for Wales. Utilise staff and phase meetings to develop	<ul style="list-style-type: none"> Relevant CPD opportunities for all staff. Staff using the new curriculum for Wales to effectively plan teaching and learning which celebrates diversity within Wales and the Wider World. 				



St Davids RC Infant and Primary School



Dysgu, Caru, Chwerthin, Dilyn yn ol-traed Iesu

Learning, Loving, Laughing Following in the footsteps of Jesus

understanding and share practice.	What matters is taught across the school.				
Develop the school's universal provision to support and celebrate difference within all classrooms.	<ul style="list-style-type: none">• Universal provision in all classes is inclusive. Learner voice indicates that learners feel included and agree that they have unlimited opportunity				