



Ysgol Bro Gwaun

Cynllun Cydraddoldeb Strategol

Strategic Equality Plan

Mae copi caled o bob polisi ar gael yn swyddfa'r Ysgol, gyda dyddiad dechrau, dyddiad adolygu a llofnod bob rhanddeiliad oedd yn rhan o greu'r polisi. Cysylltwch a'r swyddfa am fwy o fanylion.

A hard copy of all policies are held in the School office, they include a start date, a review date and signatures of all stakeholders involved in the creation of the policy. Please contact the School Office for more information.



YSGOL BRO GWAUN



Strategic Equality Plan 2020 - 2024

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1. Our Distinctive Character, priorities and Aims

1.1 School values

*At Ysgol Bro Gwaun we are committed to ensuring equal treatment of all our employees, pupils and any others involved in the school community. We aim to develop a culture of inclusion and diversity in which all people feel free to participate fully in school life. The achievement of pupils with protected characteristics will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to make sure that the school environment is as accessible as possible. At **Ysgol Bro Gwaun** we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.*

This Strategic equality plan sets out an approach to promoting equality in all and every aspect of our school's life and relates to:

- *Pupils*
- *Parents / carers*
- *Staff*
- *Members of the wider school community*

1.2 Characteristics of our school

Ysgol Bro Gwaun is a school of approximately 535 pupils situated in Fishguard, Pembrokeshire, Wales. It is a naturally bilingual community, comprehensive school for pupils aged between 11 and 16.

The social-economic context of the school is highly diverse, with representation from both affluent and poor areas. The school serves the towns of Fishguard and Goodwick and the surrounding rural area. Approximately 16% of the pupils are registered as being entitled to free school meals

1.3 Mainstreaming equality into policy and practice

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:

- 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;
- encourage classroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- include 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 fully in school life.
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Our SEP and Equality Objectives are set in the light of:

- These relate to historic SWAMWAC objectives, but are considered still to be relevant for this plan.
- The regional equality objectives identified in **Appendix 1**;
- views expressed by stakeholders that have been involved in the development of the scheme;
- issues arising as a result of our analysis of our pupil data, e.g. attainment data of boys v. girls;

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 (p.9) 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

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 SMT 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

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 carry out accurate impact assessments and identify which of the school's aims have been achieved and what areas require further development.

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:

The annual report to governors on examination success including an appendix relating to minority group attainment. This information will not be made available to the public, because the small number of pupils representing the different protected groups would make it possible for these pupils to be identified and this would be in breach of the GDPR.

In the annual target setting exercise, the Staffing, Curriculum & Pupil Activities Sub Committee of the Governing Body may set separate targets for different protected characteristics if this is considered necessary and appropriate, basing the targets on current attainment and the attainment of similar pupils nationally where this is known.

If the Governing Body consider it necessary, a sample of pupils including those from varied racial groups will be given a questionnaire on an annual basis to enquire about instances of abuse or bullying related to protected characteristics. This will be an anonymous questionnaire. Victims of assault or bullying will be asked if this relates to a protected characteristic. This information will be reported to the Governor Pupil Discipline Committee in its final meeting of any academic year.

All disciplinary data on pupils with protected characteristics will be collected and made available to the Headteacher when required.

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. We have achieved this by using the following to shape the plan:

- Feedback from parent/carer questionnaires, parents'/carers' evening, aiming high days and parent/carer consultation meetings;
- Input from staff surveys or through staff meetings / INSET;
- Feedback from the school council, PSE lessons, whole school surveys on children's attitudes to self and school (eg. ESTYN Pupil Survey 2019);
- Issues raised in Standards Reviews or reviews of progress on Individual Education Plans/Personalised Provision Maps, mentoring and support;

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 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 SEP itself.

5. Objectives and Action Plans

Our chosen Equality Objectives are:

1	Monitor and analyse pupil achievement by protected characteristic and act on any trends or patterns in the data that require additional support for pupils.
2	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.
3	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the Year /School Council by election or co-option), class assemblies, fund raising etc.
4	Identify, respond and report incidents related to protected characteristics as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.
5	Ensure equality of access to all parts of the school building.

We have action plans covering relevant protected characteristics (Appendix 2). These describe how we are taking action to fulfil both the general and specific duties.

Our action plans are cross referenced with the School Development Plan (SDP), which ensures that they are checked, monitored and evaluated systematically.

The action plans show:

- objectives and specific actions;
- expected impact and indicators of achievement (success criteria);
- clear timescales;
- who has lead responsibility;
- resource implications;
- specified dates for impact assessment and review.

The school evaluates the effectiveness of the SEP on a regular basis, through the governing body and with Estyn when the school is inspected. This Plan was last inspected by ESTYN in October 2019.

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, through publication on the school website. The school prospectus will be revised to include a reference to the SEP and the values underpinning it.

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

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 2021.

Ysgol Bro Gwaun

Strategic Equality Plan 2020 – 2024

Appendices

App. 1 Regional Equality Objectives

App. 2 School Equality Objectives and Action Plan

App. 3 Current school Access Plan

Regional Equality Objectives [Historic objectives considered relevant for the current Plan]

South West and Mid Wales Authorities Consortium (SWAMWAC)

1. **Reduce Gaps in attainment between Boys and Girls and between other protected groups as identified in local data**
National research indicates inequalities in the levels of attainment between genders, ethnicities and between disabled people and non-disabled people. Boys, black, Bangladeshi and Pakistani pupils and disabled children all perform poorly on average compared to other groups.
2. **Implement new Welsh Government Bullying Guidance and reduce Identity based bullying in schools**
The All Wales Survey of Bullying in schools (WG 2009) found a range of identity-based bullying in schools across Wales. Examples include 22% of year 6 pupils had been 'bullied in a homophobic way'; 7% of year 7 pupils had been 'bullied in some way due to learning difficulties' and 3% of year 10 pupils had been 'bullied in some way due to race or ethnic origin'.
3. **Reduce gaps in levels of attendance between different protected groups as identified in local data**
Work is currently underway to improve data analysis which can identify differences in attendance trends between groups of pupils with different protected characteristics. Several reports have been commissioned nationally which examine attendance of Gypsy Traveller and Irish Traveller children. Each found that attendance was lower among these children.
4. **Reduce the number of NEETs**
Wales has a higher proportion of people who were not in education, employment or training (NEET) among the 16-24 year old group than England. Being NEET is a major disadvantage to young people.
5. **Improve access to information and physical access to schools and other learning settings for pupils, parents and staff.**
Head teachers and Governors need to be confident that all pupils can reasonably access services and are not unjustifiably disadvantaged by having any of the protected characteristics. Schools already have Disability Access Plans in place. However, schools and local authorities through the public sector equality duties need, to cater for the needs of all protected groups so the scope is wider than Disability Access Plans.
6. **Raise awareness of equality and diversity issues among Pupils, Staff and Governors.**
None statutory guidance on the Public Sector Equality Duties states that 'a listed body in Wales (including all Schools) must make appropriate arrangements to promote knowledge and understanding of the general and specific duties amongst its employees.' In the school context we wish to extend this to include pupils and Governors.

APPENDIX 2

Ysgol Bro Gwaun

Strategic Equality Plan 2020– 2024 Equality Objectives and Action Plan

Equality objective	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
1	Continue to ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase pupil participation, confidence and positive identity	SLT YPM's Wellbeing lead	Annually	Displays promoting diversity and equality for pupils.
2	Continue to ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies; fund raising etc. and pupils to record achievements on personal pupil passports.	School Council representation monitored by race, gender and disability	SLT YPM Health and wellbeing lead	Annually	Continued progress in increasing pupil's participation in the life of the school.
3	Continue to integrate LRC pupils into mainstream activities as appropriate.	LRC pupil data and inclusion scale monitored.	ALNCo	Annually	Progress in LRC pupils participation in mainstream activities
4	To continue to reduce bullying on the grounds of protected characteristics, identifying, responding and reporting incidents related, as outlined in the Plan. Report the figures to the Governing body / Local Authority on a termly basis.	The Headteacher / Governing body will use the data to assess the impact of the school's response to incidents i.e. have whole school / year group approaches led to a decrease in incidents, can repeat perpetrators be identified, are pupils and parents satisfied with the response.	PED/SLT Governing Body	Termly	Continue to decrease bullying incidents.

Equality objective	Action	How will the impact of the action be monitored?	Who is responsible for implementing?	What are the timeframes?	Early success indicators
5	Ensure equality of access to all parts of the school building.	Land & Buildings Committee to monitor access pathways to all parts of the school.	PED/SLT/RhL/ Governing Body	Annually	<p>Areas not accessible to pupils identified and shared with Governing Body.</p> <p>Areas where pupils are disadvantaged by distance/weather are identified and shared with Governing Body.</p>

School Access Plan Statement

Ysgol Bro Gwaun's Access Plan has been prepared for the period 1st April 2020 to 31st March 2024,

and each of the three strands of the planning duty have been considered, namely:

1. Increasing the extent to which disabled pupils can participate in the school curriculum and in activities such as after school clubs, leisure and sporting events and school trips
2. Improving the physical environment of school for disabled people
3. Improving the delivery to disabled people of written information provided to people who are not disabled

