

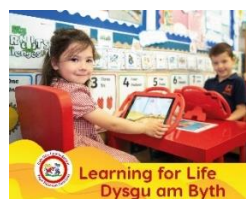


Cefn Glas Infant School Strategic Equality Plan

Agreed by BCBC HT Federation

Policy Group (May 2022)

RRS Article 19 - You should not be harmed and should be looked after and kept safe.



Introduction

At Cefn Glas Infant 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 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

Cefn Glas Infant School is an infant school with a large Nursery catering for 3 – 7 year olds. Around 23% of our learners are eFSM. Approximately 5% of our learners are EAL. 1% have ALN.

We have ELSA and Lego Therapy trained staff in all year groups with other in-class interventions offered when required. Year 2 children receive Language Support intervention with a qualified and very experienced teacher.

The school comprises of one level and is accessible to all through the front entrance.

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.

Cefn Glas Infant School has achieved the Bronze Rights Respecting School Award and we are currently working towards achieving our Silver Award.

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.

The Strategic Equality Plan must be reviewed at least every four years, but may be updated earlier if necessary.

Signed:

Chair of governors

Date approved by the full Governing Body:

Date of review:

Strategic Quality Objectives 2020-2024+ (aligned to Bridgend objectives 2020-24)

Objective 1: Everyone who accesses our education should be free from discrimination, bullying and abuse in our school.				
Additional information from local engagement.				
Actions				
Action	Description	Action Owner	Start date	End date
1	- All learners and members of Cefn Glas Infant School community treated equally and fairly. - Implement updated Positive Behaviour and Anti-Bullying Policies, ensuring all learners feel welcome and safe in our school.	SLT	March 2023	March 2025
This objective will be judged to be successful if... - Learners feel safe and happy in school – parent / carer questionnaire analysis; learner wellbeing questionnaire information. - All members of the school community feel that they are treated equally.				

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.

Actions

Action	Description	Action Owner	Start date	End date
1	- All members of Cefn Glas Infants School community encouraged to participate in decisions about the school, including core values, ethos and how to move the school forward effectively. - Staff to complete wellbeing questionnaires annually. - Staff have access to Care First through BCBC. - Opportunities for staff to discuss wellbeing and CPD needs through Performance Management process.	SLT All staff	March 2023	Ongoing

This objective will be judged to be successful if...

- All members of CGI community contribute to SDP and new initiatives.
- Staff wellbeing needs are met – questionnaire results are analysed and information acted upon accordingly.
- PM process identifies staff CPD needs.

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.

Actions

Action	Description	Action Owner	Start date	End date
1	- Ensure all learners have access to uniform – PFA to organise a free uniform swap. PDG uniform grant for identified learners. - All learners have equal access to all areas of the curriculum, including school trips – PDG to provide for families unable to afford them.	SLT All staff PFA	March 2023	On-going

This objective will be judged to be successful if...

- All learners have uniform, PE kit and the correct items to wear to school.
- All learners attend all 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.				
Actions				
Action	Description	Action Owner	Start date	End date
1	• See Health and Wellbeing Policy. • Offer in-school interventions to identified learners, e.g. ELSA and Lego Therapy. • Provide daily feelings check-in for all learners. • Offer external support when necessary. • Promote the physical health of learners and their families – e.g. introduce scooter racks to encourage scooting to school, FAZ for families to attend in school.	CC SLT FAZ Team All staff	On-going	On-going
This objective will be judged to be successful if...				
• Learner and school community mental and physical health needs are met.				

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.

Actions

Action	Description	Action Owner	Start date	End date
1	- Positive Behaviour Policy updated and implemented. - Learners feel safe and have a 'trust team' to talk to if they feel unsafe.	CC SLT All staff	March 2023	On-going

This objective will be judged to be successful if...

- All staff adhere to the Positive Behaviour Policy.
- Learners feel safe in school.

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.

Actions

Action	Description	Action Owner	Start date	End date
I	- Pupil Voice groups meet regularly: - Capten Cefn Glas - Eco Warriors - Rights Respecting Ambassadors - Digital Leaders - Questionnaires distributed to staff, parents, carers and governors to ensure the views of all stakeholders are taken into account when making decisions.	All staff	On-going	On-going

This objective will be judged to be successful if...

- All stakeholders have a voice in decisions to move the school forward.