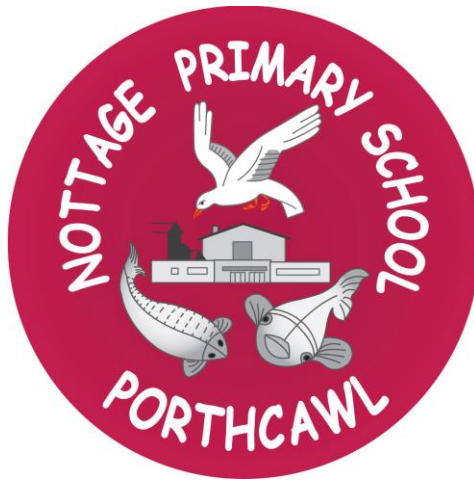


Nottage Primary School

Strategic Equality Plan 2018 – 2020

PART A



Strategic Equality Plan agreed by Governors:

.....(Signed by Chair)

.....Date

Scheme due for review:.....(date)

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1. Our Distinctive Character, priorities and Aims

1.1 School values

1. To help and encourage each child to realise and develop his/her full potential by providing a broad based curriculum.
2. To promote enthusiasm for learning in a happy and stimulating environment
3. To help each child physically, emotionally, socially and morally.
4. To ensure the school behaves in an ethical and professional manner.
5. To develop respect for religious values plus an awareness and tolerance for other religions and beliefs
6. To provide every child with the opportunity to develop a full range of communication, ICT, number and thinking skills and have the ability to apply them.
7. To encourage each child to develop an enquiring mind about the world in which they live, so they can begin to understand the role they can play in its development.
8. To develop children's imagination and creativity by offering a wide range of experiences.
9. To develop positive relationships between home, school and the community.

At Nottage 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 school has high ethical standards and staff are aware of and follow shared values, attitudes and behaviour patterns that align with the seven principles of public 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 Nottage 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

In Nottage Primary School the majority of pupils are white British with the exception of 4% other ethnic background of pupils. We currently have 10.4 % of pupils eligible for Free School Meals (FSM). With the exception of 0.2% of pupils the home first language is English/Welsh. Currently one member of staff is partial deaf.

Some pupils receive counselling / play therapy as appropriate which is supported by the Child and Family Counselling Service.

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 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

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

- 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.10) 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 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

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 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.

Questionnaires were sent to parents / carers, staff and governors. KS2 pupils in years 5 & 6 completed questionnaires in class with adult support. Pupils were given guidance around understanding the protected characteristics. Meetings were held with staff and governors to explain the process and provide further information and guidance as required. Questionnaire responses were taken into consideration when developing objectives for the plan.

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. Reduce Gaps in attainment between Boys and Girls and between other protected groups as identified in local data*
- 2. Implement new Welsh Government Bullying Guidance and reduce Identity based bullying in schools*
- 3. Improve access to information and physical access to schools and other learning settings for pupils, parents and staff.*
- 4. Raise awareness of equality and diversity issues among Pupils, Staff and Governors.*

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

Our action plans are incorporated into the School Improvement Plan 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.

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 analyzing 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 September 2020.

Nottage Primary School Strategic Equality Plan 2016 – 2020

Appendices

- App. 1** **Regional Equality Objectives**
- App. 2** **School Equality Objectives and Action Plan**
- App. 3** **Current school Access Plan**

Regional Equality Objectives

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.

Nottage Primary School

Strategic Equality Plan 2016 – 2020 Equality Objectives and Action Plan

Equality Objective 1.

Reducing the gap in attainment between boys and girls

Our Research:

Findings from data performance 15/16 demonstrate that we have a gender gap in boys in Foundation Phase

Information from Engagement:

NA

Data Development:

To continue to analyse data to ensure consistency across the primary phase.

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

- *The gap between boys and girls is reduced*

Actions:

	Description	Responsibility	Start date	End date
1.1	See SDP-Raising standards in Literacy	HT/SLT	Sept 16	July 17
1.2				
1.3				

Nottage Primary School

Strategic Equality Plan 2016 – 2020 Equality Objectives and Action Plan

Equality Objective 2.

Implement Welsh Government Bullying Guidance and reduce identity based bullying in schools.

Our Research:

The All Wales survey of Bullying in Schools(WG 2009) found a range of of identity based bullying in schools across Wales. Examples include 22%of Y6 pupils had been 'bullied in a homophobic way'. 7% of Y7 pupils had been bullied in some ways due to learning difficulties and 3% of Y10 pupils had been bullied in some way due to race or ethnic origin.

Local information

Information from Engagement:

NA

Data Development:

We currently report to the LA any incidents of of race related bullying. In the future we will need to continue to monitor behaviour issues in school and identify any hot spots.

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

- ***Systems in place to recognise, report and deal with identity based bullying***
- ***There is evidence that work to educate and engage with pupils has reduced the prevalence of unacceptable behaviour towards others.***

Actions:

	Description	Responsibility	Start date	End date
2.1	Update anti-bullying policy and practices in light of welsh government guidance –Embedding anti-bullying in schools in Wales	All staff/parents	Sept. 16	ongoing

2.2	Include discussion of discriminatory language in assemblies and PSE lessons	All staff	Sept. 16	ongoing
2.3	Liaise with LA to establish a standard way to gather and record identity based bullying incidents	HT/SLT	Sept.16	ongoing

Nottage Primary School
Strategic Equality Plan 2016 – 2020
Equality Objectives and Action Plan

Equality Objective 3. <i>Raise awareness of SEP issues among pupils and governors</i>				
Our Research:				
Information from Engagement: NA				
Data Development: Survey knowledge				
This objective will be judged to be successful if...				
<ul style="list-style-type: none"> • <i>Awareness is raised</i> 				
Actions:				
	Description	Responsibility	Start date	End date
3.1	GB meetings/Staff meetings/School council meetings	HT/SLT/GB	Sept 2016	ongoing

3.2				
3.3				

Disability Equality Scheme Action Plan

Nottage Primary School

2015-2016

The Disability Equality Scheme Action Plan (the Plan):

- Will involve individual and groups of disabled persons both at school and at Bridgend County Borough Council levels, including advice and guidance from the Inclusion Service
- Has been agreed by the Governing Body and signed by the Chair of Governors
- Has been included in our prospectus.
- Will be reviewed on an annual basis as part of our on-going self-evaluation procedures and ensuring the involvement of disabled persons. The results of the review will be reported to Governors and be part of our Annual Report to Parents
- Will be published on our website and included in our prospectus.
- Will be monitored throughout the year by the Senior Leadership Team

Ysgol Gynradd Notais Primary School
SCHOOL ACCESS PLAN

School Access Plan

Targets	Strategies	Outcome	Time Frame	Goal Achieved
<ul style="list-style-type: none"> Plan to improve parking facilities for users of the school by more efficient use of car park 	School seeks advice and expertise of LA to plan more efficient use of car park	Parking for a car/taxi with a disabled driver and / or passenger is added and improves the physical accessibility of the school premises from the car park	2016 – 2020	Physical accessibility of the school building improved
<ul style="list-style-type: none"> Plan to improve access via alternative routes other than the main driveway for pedestrians (inc access for cyclists) in line School Travel Plan 	Following BCBC audit, school seeks advice and expertise of LA to plan and develop improved, safer access for pedestrians and cyclists to the school including ramp access at the rear of the school	Pedestrians and cyclists will have alternative, safer routes to school and onto the premises and a safe place to store cycles and gear. Wheelchair and pushchair access easier via ramp facilities	2016 – 2020	Physical accessibility of the school building improved
<ul style="list-style-type: none"> Audit signs, directions, handrails, lighting and specifically designated furniture throughout the school 	Devise a list of current equipment compared with possible future needs and ensure compliance	Audit of needs in place to draw up future spending plan as required.	2016 – 2020	School Accessibility audit in place
<ul style="list-style-type: none"> Plan to audit Curriculum/ Policies in line with Equality Act 2010 to ensure that there are no discriminatory policies, 	The school uses the advice and expertise of the LA advisory services and ChwaraeTeg to help systematically 'equality proof' all policies as part of a	School policies / Curriculum are audited on a rolling programme and made free of discriminatory terms or phrases, procedures and practices in line with the	2016 – 2020	Written information and school policies are free from discriminatory terms or phrases, procedures and practices.

<p>phrases, procedures or practices.</p> <ul style="list-style-type: none"> • Improve physical access to the school building by:- <ol style="list-style-type: none"> 1. Highlighting edges of steps outside the building (2. Locating key notice boards at accessible heights • To incorporate training for all staff on a rolling programme • To ensure that washroom facilities (taps, toilets) etc comply to protected characteristics requirements. • Transition meetings with Feeder Comprehensive staff re ALN pupils (inc additional transition days where appropriate) • ICT across the curriculum • To ensure that any alterations to the building comply with Accessibility 	<p>rolling programme.</p> <p>The school uses the expertise of the LA building officers and Advisory Teachers for Sensory Impairments to locate all items at reasonable heights and to provide guidance on painting areas to aid access.</p> <p>Seek guidance from LA officers on available training (whole school / individual)</p> <p>The school uses the expertise of the LA building officers / Health & Safety officers to advise on meeting terms of Strategic Equality Plan</p> <p>Transition meetings to be extended to include children with ALN beyond SEN & those with protected characteristics (directly or by association)</p> <p>Increase ratio of computers across school. Consult with IT support services.</p> <p>HT & GB work closely with LA officers and seek advice when</p>	<p>Strategic Equality Plan (& Equality Act 2010) to enable full access to the curriculum for all.</p> <p>Physical access to the school is enhanced</p> <p>Staff are more informed to meet the needs of disabled pupils and parents / carers in terms of disability equality issues. They are also more informed to meet the needs of the protected characteristics as laid down in the Strategic Equality Plan</p> <p>Improved access to appropriate washroom facilities</p> <p>Additional transition meetings arranged for pupils with specific needs which include additional transition days as appropriate</p> <p>Improved access to ICT for all pupils</p> <p>Ensure that any changes that take place conform to the needs of the school and individuals therein.</p>	<p>2016 – 2020</p> <p>2016 – 2020</p> <p>2016- 2020</p> <p>2016 – 2020</p> <p>2016 – 2020</p> <p>2016 – 2020</p>	<p>Physical accessibility of the school building improved</p> <p>Change in ethos and culture in the school</p> <p>Accessibility to school building improved.</p> <p>A communication link that fully supports all children</p> <p>Physical accessibility to school building improved.</p>
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Regulations and needs of the school (ramp into staffroom not fully compliant)	any changes to buildings are deemed necessary.		2016 – ongoing as appropriate	
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