


Litchard Primary School

Strategic Equality Plan



Agreed by Governors:	
Signed: (Headteacher)	
Signed : Chair of GB	

Strategic Equality Plan 2024

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Introduction

At Litchard Primary 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.

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

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- 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;

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- 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.

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.

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Signed:

Chair of governors

Date approved by the full Governing Body:

Date of review:

Autumn 2025 - When the new Strategic Plan by BCBC is ratified.

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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.				
Actions				
Action	Description	Action Owner	Start date	End date
1	The school will adapt a new Anti Bullying Policy in line with 2019 WGF guidance.	Chris Jones	Sept 2024	Oct 2024
2	School to share Anti Bullying Policy with Parent Forum	CJ/Owen Howe	Spring 2025	Spring 2025
This objective will be judged to be successful if...				
<ul style="list-style-type: none"> • New policy created from 2019 WG Guidance 				

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- Ratified by Governing Body in Autumn 2024
- Shared with all staff following ratification
- Shared and discussed with Parent Forum

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Objective 2: Promote a more inclusive workforce at our school and improve the participation, wellbeing and opportunities for development for those with protected characteristics.

Actions

Action	Description	Action Owner	Start date	End date
1	School has signed up to SAS, to offer wellbeing support to all staff when needed	CJ	From Autumn 2024	Ongoing
2	School to use Wellness Action Plans to support staff when needed	CJ	Ongoing	Ongoing

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

- Staff access services when needed and remain in work
- Staff questionnaires show staff are happy and there is a clear work life balance
- School leaders to work closely with union reps when outlining yearly plan

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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](#).

Actions

Action	Description	Action Owner	Start date	End date
1	School to write a poverty action plan	OH	Autumn 24	Aut 24
2	PDG action plan to focus on the closing of the achievement gap for all learners but in particular those adversely affected by poverty	CJ	Autumn 24	Jul 25
3	Staff to give longer time frames for educational visits and the sending of consent letters to allow families longer to make contributions.	All staff	Autumn 24	Ongoing

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4	School to consider the amount the school day and year costs and strategically plan events.	CJ/OH and Cluster	Autumn 2024	
<p>This objective will be judged to be successful if...</p> <ul style="list-style-type: none"> • Poverty action plan in place • School day costs accounted for and school trips planned well in advance • PDG action plan in place and staff used strategically to close the achievement gap by 25% in national tests. 				

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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.

Actions

Action	Description	Action Owner	Start date	End date
1	School to continue to undertake HAPPEN/SHRN surveys to understand the wellbeing of the school community	JW	Autumn Term 2024	
2.	School to continue to offer FAMILY THRIVE sessions during school and holiday time	PH	Ongoing	
3.	Staff to continue to track wellbeing using assessment booklets and broker ELSA and THRIVE Support	All staff	Ongoing	

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4.	Food and Fun Sessions to be run over the 6 week holidays for 3 weeks.	RR, RB and JW	July 2024	July 2025
<p>This objective will be judged to be successful if...</p> <ul style="list-style-type: none">• Families are clear on the avenues of support they can access• School reviews wellbeing trackers regularly to ensure all learners who require support access the support they need• School to continue to support families through holidays				

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Objective 5: Support everyone in our school community to live without fear of violence or abuse, and to be treated with respect.

Actions

Action	Description	Action Owner	Start date	End date
1	Adoption of school behaviour policy	CJ	Autumn 24	Autumn 24
2.	BCBC resolution policy to be shared with all staff in January 25 Inset	CJ	Jan 25	Jan 25
3.	Staff code of conduct updated and shared with staff in January INSET Day	CJ	Jan 25	Jan 25
4.	SAS Counselling service to be offered alongside VivUP Services for staff members who require support	TL and all staff	Autumn 24	Ongoing

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5	Self help numbers and external agencies to be highlighted in newsletter for all stakeholders to have access to emergency numbers if needed	CJ	Ongoing from Sept 24	Ongoing
6.				

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

- All staff have access to the support they require
- Parents have access to the support they need during the holidays if needed through contact numbers and the support offered by school. Parents utilise these services when needed.
- New Code of conduct and resolution policy shared with all staff, staff have clear expectations on what is acceptable in the work place.

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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
1	School to continue utilising online questionnaires to gauge opinions and suggestions from all stakeholders	CJ and other SNR Leaders	Sept 24	Jul 25
2	Pupil groups to be organised and set up across the school to include pupil voice on issues that affect the school (Learning Council, Eco, Global Majority, ICT, Criw C,)	All staff	Sept 24	Jul 25
3	Parent forum meetings to be held termly	CJ and Parent Forum Members	Sept 24	Jul 25

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

- All stakeholders feel included in the decision making processes of the school
- Viewpoints are asked for and, Snr Leaders listen and take on board suggestions, making changes where appropriate.
- Stakeholder questionnaires regularly show over 85% satisfaction rates.