

School Equality Plan

Blaenau Gwent Local Authority has developed its fourth **Strategic Equality Plan for 2024-2028** which sets out how we will meet our duties under the Equality (Wales) Act 2010. As a school we want to put equality at the heart of everything we do to maximise well-being outcomes for our residents, local communities, staff, and our pupils, now and in the future.

At St. Mary's R.C. Primary School we have an important part to play in contributing towards this plan. **We** are committed to **Equality, Diversity and Inclusion** and will continue to support all our pupils, including, but not limited to, those protected by the Equality Act.

We will work towards.

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancing equality of opportunity.
- Fostering good relations.
- Embedding working principles across our delivery, ensuring that we create an equal/fair learning culture for staff, pupils, and the community.

How we will deliver.

St. Mary's R.C. Primary School Equality Plan sets out how we will work towards ensuring that Equality & Diversity is as the heart of everything we do and is integral to our School Development Plan and School Policies & Procedures to ensure fairness for pupils, staff, and parents/guardians.

Outcome Focused Equality Objectives:	How we aim to do this:	Actions/ Timescales:
<p><u>Equality Objective 1</u></p> <p>We will be a fair and equitable school.</p>	<ul style="list-style-type: none"> • We will take a whole school approach to delivering the plan with an identified lead within the school. • We will set key equality milestones which will be regularly monitored. 	<p>Designated Leads; Mrs. D. Hawkins & Mrs. F. Evans.</p> <p>Actions complete</p> <p>Leaders establish clear, measurable equality objectives that focus on improving outcomes for specific groups of pupils, such as those eligible for free school meals or pupils with additional learning needs.</p> <p>Staff track and evaluate progress towards these milestones at regular intervals, using a broad range of data sources, including attendance, achievement, wellbeing, and participation in school life.</p> <p>Senior leaders and governors review the impact of actions termly, using monitoring outcomes to refine strategies</p>

	<ul style="list-style-type: none"> All key decisions made will have due regards to the Equality Act (2010). We will provide progress updates and share good practice examples with the Education Directorate/ Policy & Partnerships team to contribute to the Council's Strategic Equality Plan 2024-28 Annual Report. 	<p>and ensure that all groups of pupils make strong progress towards achieving equality.</p> <p style="text-align: center;">Actions Ongoing – Complete by Autumn 2025</p> <p>Leaders ensure that all policies and strategic decisions are routinely assessed for their impact on different groups of pupils, through the consistent use of equality impact assessments. These are used meaningfully to inform planning and resource allocation, and are reviewed regularly to ensure compliance with statutory duties.</p> <p style="text-align: center;">Actions Ongoing – Completed as individual policies are updated</p> <p>Leaders compile and submit timely progress reports and case studies that highlight effective practice in promoting equality across the school. These include evaluative commentary on impact and are shared with the Education Directorate and Policy & Partnerships team to inform the Council's annual review and strategic planning.</p> <p style="text-align: center;">Actions Ongoing – Updates to be provided as requested</p>
<p><u>Equality Objective 2</u></p> <p>We will be a school that champions diversity and inclusion.</p>	<ul style="list-style-type: none"> We will ensure recruitment & selection policies outlined by Blaenau Gwent Council are followed and documented. We will work with staff to identify appropriate training and support on an ongoing basis. 	<p>Leaders implement the council's recruitment and selection procedures consistently, ensuring that all stages of the process are recorded accurately and retained in line with data protection requirements.</p> <p>All staff involved in recruitment receive regular training on the council's policies, including guidance on equality, bias and safer recruitment practices, to ensure procedures are applied fairly and transparently.</p> <p style="text-align: center;">Actions Ongoing – Updated with training updates</p> <p>Leaders engage regularly with staff to identify individual and collective training needs, using PDR discussions, feedback and school priorities to inform a targeted programme of professional learning that promotes equality and inclusion effectively.</p> <p style="text-align: center;">Actions to begin in September 2025</p>

	<ul style="list-style-type: none"> • Arrange regular staff meetings to ensure there is a whole school approach to Equality, Diversity, and Inclusion, working together to identify and address key issues. • We will ensure all staff receive Introduction to Equality & Diversity training which will be documented and monitored. • We will develop a training programme of support for each academic year to ensure staff receive regular updates on Equality matters. 	
<p>Equality Objective 3</p> <p>We will create a fair and inclusive learning culture for all children and young people with a focus on equality, diversity, and inclusion.</p>	<ul style="list-style-type: none"> • We will identify specific training needs for staff to enhance learning for pupils with protected characteristics. • We will work with Blaenau Gwent Council to monitor pupil attainment and support our pupils to reach their learning ambitions, through appropriate support and guidance. • We will work with pupils with protected characteristics to ensure that the school continually improves. 	<p>Conduct an audit of staff confidence and competence in supporting pupils with protected characteristics (e.g., disability, race, religion, gender identity). Liaise with Local Authority Equalities Officer and Inclusion Lead to identify suitable training programmes. Deliver bespoke CPD sessions (e.g., autism awareness, anti-racism education, gender identity inclusion). Monitor impact of training through lesson observations and staff feedback.</p> <p>Establish termly meetings with the Council’s Education Department to review data for pupils with protected characteristics. Identify attainment gaps and develop targeted interventions (e.g., literacy support, mentoring, wellbeing sessions). Ensure Individual Development Plans (IDPs) reflect pupil needs and aspirations. Share anonymised outcomes with the Governing Body to monitor progress.</p> <p>Establish a Pupil Equalities Group / School Council sub-group to gather pupil voice. Conduct pupil voice surveys on inclusion, respect, and belonging. Include pupils with protected characteristics in school improvement discussions. Act on feedback to improve policies, classroom practice, and school environment.</p> <p>Termly review by Senior Leadership Team (SLT) and Governing Body Equalities Committee.</p>

	<ul style="list-style-type: none"> • We will analyse data in line with outcome focused equality objectives. For example, if when analysing its data on school exclusions a school identifies a higher proportion of children with additional learning needs (ALN) being excluded than those without ALN, an equality objective could be to reduce the number of children with ALN receiving fixed term exclusions. • We will support the delivery of our School Council and identify pupils from year 6 (primary) to participate in Children’s Grand Council sessions, ensuring pupil voice. • We will work with pupils with protected characteristics to continually improve and develop awareness to support better learning outcomes, ensuring a better understanding with staff/pupils as well as working effectively with key partners to support this. (note this is also 	<p>Annual report to parents and Blaenau Gwent Council summarising progress and next steps</p>
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	covered in objective 5)	
<p><u>Equality Objective 4</u></p> <p>We will promote and support inclusive, safe and cohesive communities.</p>	<ul style="list-style-type: none"> • We will operate a zero tolerance to bullying & hate crime within and outside school. • We will develop a learning culture where bullying and hate crime is understood through classroom-based activities, specific assembly sessions and celebrate commemorative days such as Holocaust Memorial, Black History Month, LGBTQ+ History month etc. to celebrate, share, learn and raise awareness. (using equality campaigns calendar) • We will report all incidents of bullying using “My Concern” and develop interventions with the 	<p>Our school will operate a zero-tolerance approach to bullying and hate crime, ensuring that all pupils, staff, and parents understand that such behaviour is unacceptable within and beyond the school environment. Staff will consistently record, monitor, and respond to all incidents through the “My Concern” system, ensuring that appropriate interventions and support are provided to pupils and families. We will listen carefully to pupil and parent concerns and take prompt, proportionate action to resolve issues and maintain a safe, respectful learning environment.</p> <p>We will embed a culture of understanding and respect through our curriculum, assemblies, and celebration of equality and diversity events. Pupils will learn about the impact of bullying, prejudice, and discrimination through classroom-based activities, targeted PSHE lessons, and school-wide assemblies. We will mark commemorative and awareness events such as Holocaust Memorial Day, Black History Month, and LGBTQ+ History Month, guided by the Equality Campaigns Calendar, to promote understanding, reflection, and empathy among pupils.</p> <p>We will also work closely with external partners and agencies to provide staff and pupil training that enhances awareness and promotes inclusion. Through collaboration with the Local Authority, local community groups, and schools both within and beyond Blaenau Gwent, we will celebrate cultural diversity and support school twinning initiatives that encourage pupils to learn about different cultures and religions. This approach will help to foster global citizenship, strengthen community links, and promote positive attitudes towards equality, diversity, and human rights.</p> <p>Autumn Term 25 Review and reissue the school’s Anti-Bullying and Hate Crime Policy to all stakeholders. Staff refresher training on recording and responding to incidents via “My Concern”. Plan equality events using the Equality Campaigns Calendar.</p>

	<p>pupils/families to educate and support.</p> <ul style="list-style-type: none"> • We will actively listen to pupils and parents around concerns raised from within and outside school to take appropriate action when required. • We will work with partners/agencies to deliver training within school to support learning for staff and pupils. • We will celebrate diversity & culture through exploration and learning. • We will support school twinning to develop skills and learning around other cultures/religions 	
<p><u>Equality Objective 5</u></p> <p>We will ensure effective</p>	<ul style="list-style-type: none"> • We will work with pupils and parents to raise awareness and understanding 	<p>We will work closely with pupils and parents to raise awareness and understanding of protected characteristics through classroom-based learning, assemblies, and wider community engagement. Our curriculum and school culture will actively promote respect, empathy, and equality by exploring the</p>

<p>engagement and participation for all people with protected characteristics.</p>	<p>of protected characteristics through classroom-based activities and wider community engagement.</p> <ul style="list-style-type: none"> • Through engagement and classroom-based activities we will explore similarities and differences to bring pupils and communities together. • We will work with pupils with protected characteristics to continually improve and develop awareness to support better learning outcomes, ensuring a better understanding as well as working effectively with key partners to support this. • We will look to develop support groups within 	<p>experiences of individuals and groups with protected characteristics. Parents and carers will be engaged through newsletters, workshops, and community events, ensuring that our approach to equality and inclusion extends beyond the classroom and into the wider community.</p> <p>Through classroom-based activities and engagement with the community, we will explore both the similarities and differences among individuals to build understanding, strengthen relationships, and bring pupils and communities together. This work will include discussion-based learning, storytelling, and celebration of the diverse cultures, languages, and backgrounds that make up our school community. By encouraging open dialogue, reflection, and shared learning experiences, pupils will develop respect for others and a sense of belonging within a diverse society.</p> <p>We will also work directly with pupils who have protected characteristics to continually improve our approach and ensure better learning outcomes. This will include the development of support groups within the school such as <i>Equality Voice Groups, LGBTQ+ support groups, and Cultural Diversity Ambassadors</i>. These groups will provide safe spaces for pupils to express themselves, influence school decision-making, and help shape future equalities work. We will also collaborate with key partners, including local equality networks and support services, to provide resources, guidance, and training that strengthen inclusive practice across the school</p> <p>Spring 25 Deliver class-based lessons and assemblies exploring similarities and differences. Begin development of pupil support and equality voice groups (e.g., LGBTQ+, Cultural Diversity). Host initial parent/community engagement event promoting awareness of protected characteristics.</p>
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	<p>school to support those with protected characteristic (Equality Voice Groups, LGBTQ+ support, cultural diversity etc.)</p>	
<p><u>Equality Objective 6</u></p> <p>We will strive to reduce inequality caused by poverty</p>	<ul style="list-style-type: none"> • We will work with partners/agencies to deliver key programmes that will support those with protected characteristics to tackle inequality. • We will ensure that as a school those affected are supported to learn through identified support/interventions and/or learning materials/equipment they may need to reach their learning potential. • We will link with the Blaenau Gwent 'Christmas Toy Appeal' for identified vulnerable 	<p>We will work with pupils and parents to raise awareness and understanding of protected characteristics through classroom learning, assemblies, and community engagement. Our school will foster an environment where equality, respect, and diversity are celebrated, and all pupils feel valued and included. Through classroom-based activities, we will explore both similarities and differences to promote empathy, mutual understanding, and unity among pupils and their families. Engagement with parents and carers will play a central role, ensuring the wider community is involved in developing an inclusive culture that recognises and values diversity.</p> <p>We will work closely with pupils who have protected characteristics to improve awareness and promote better learning outcomes. This will include creating and supporting pupil-led groups such as <i>Equality Voice Groups, LGBTQ+ support, and Cultural Diversity Ambassadors</i> to provide a safe space for discussion, advocacy, and influence on school practice. By collaborating with external partners and agencies, we will deliver targeted programmes designed to tackle inequality and provide additional support where needed. This partnership approach will ensure that staff and pupils have access to expertise, training, and guidance that enriches learning and inclusion across the school.</p> <p>We will also ensure that pupils affected by inequality or disadvantage are supported through identified interventions and resources that help them achieve their learning potential. This may include access to specialist learning materials, assistive equipment, or targeted wellbeing support. Our school will work in partnership with Blaenau Gwent's 'Christmas Toy Appeal' to support identified vulnerable pupils and their families, and we will actively promote cost of living support</p>

	<p>children and young people.</p> <ul style="list-style-type: none"> • We will promote cost of living support schemes to support our learners and their families. • We will consider the Children in Wales's Child Poverty Reports findings. 	<p>schemes to assist those facing financial hardship. In addition, we will consider the findings of the Children in Wales Child Poverty Reports to inform our ongoing strategy for tackling inequality and ensuring that every pupil has the opportunity to thrive both academically and personally.</p> <p>Summer 25 Evaluate effectiveness of support groups and interventions on pupil wellbeing and progress. Review impact of community partnerships and external programmes. Continue to monitor access to learning resources and targeted support for pupils with protected characteristics. Consider and act upon findings from the Children in Wales Child Poverty Reports to inform future planning. Report annually to Governors and Blaenau Gwent Council on progress and outcomes.</p>
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