



Llangyfelach Primary School

Strategic Equality Plan 2020 – 2025

Equality Objectives and Action Plan

Strand	Objective / Action	Monitoring	People	Timeframe	Success indicators
Protected Characteristics	To promote messages and positive role models across all protected characteristics. To increase participation and achievement within these groups. Publish and promote Equality Policy through school website, newsletters, staff meetings, etc	Invitation for parents to respond to published document annually	SLT GB	Annually	All staff familiar with principles of the policy and use them when planning lessons, creating classroom displays. Parents are aware of policy and have communicated interest / amendments
Protected Characteristics	Monitor and analyse pupil achievement by protected characteristics. Act on trends and patterns in the data that require additional support in order to narrow potential gaps.	Achievement data analysed by protected characteristics	SLT GB	Annually using <ul style="list-style-type: none"> • Test data, • FFT data • Internal Tracking System • Review Weeks 	Analysis of teacher assessments/annual data indicates the gap is narrowing for equality groups.
Protected Characteristics	Ensure the curriculum promotes role models that young people positively identify with, which reflect the school's diversity	Increased pupil participation, confidence and achievement levels.	All staff	Ongoing	Increase in participation and confidence of all groups
Protected Characteristics	Ensure that displays in classrooms and corridors reflect the diversity of the community we serve.	Increase in pupil participation, confidence and positive identity – monitor through Health & Wellbeing AoLE	SLT H&WB Leader	On-going	More diversity reflected in school displays across all year groups

Protected Characteristics	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school. e.g. through involvement in our Pupil Voice Groups	Consideration that all Pupil Groups reflect representation by race, gender, disability. In order for all groups to experience Equality.	SLT	On-going	All Pupil Voice Groups, Teams, Clubs, etc reflect our diversity in order for all pupils to feel confidence and representation.
Racial Equality	Ensure racial incidents are reported, monitored and acted upon effectively	The HT and GB will 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/parents satisfied with outcomes?	HT SLT GB	Reporting in termly report to governors	All staff aware of and respond to racist incidents. Consistent nil reporting is challenged by Governing Body Pupils and Parents feel secure and trust the school to deal with incidents swiftly, with productive outcomes moving forward.
Gender Equality	To continue to encourage girls to take up sport outside the curriculum requirements, including football, cricket, basketball and rugby to ensure participation rates more reflective of school population.	Increased participation of girls in sports clubs and extra-curricular activities	HT SLT H& WB Leader Sports Leader	Ongoing	More girls take up after school sport.
Disability Equality	Promote Governor vacancies with leaflets in accessible formats and specifically welcoming applications from disabled candidates	Monitoring of applications by disability to see if material was effective	SLT GB	Ongoing	Increased number of applications from disabled candidates. Increased number of disabled GB members.
Racial	Celebrate cultural events throughout the year to increase pupil and community awareness of different ethnic groups and beliefs. Involve representatives from a range of these to participate in our celebrations.	Survey of participant and stakeholder	HT SLT H& WB Leader GB	Ongoing	Increased awareness of different communities, beliefs and ethnicity.