



CYFLAWNI **TEGWCH** A RHAGORIAETH
MEWN **ADDYSG** A **GWELL LLES** I BAWB
EQUITY AND **EXCELLENCE** IN **EDUCATION**
AND **ENHANCED WELLBEING** FOR ALL

Rhondda Cynon Taf CBC

Education and Inclusion Services Directorate



Ysgol Garth Olwg
Strategic Equality Plan 2023-2027

Date of full review: October 2027

Foreword

At Ysgol Garth Olwg we recognise our duties and responsibilities to eliminate discrimination and promote equality for all learners, employees, members of the school community and service users regardless of protected characteristics.

We support the requirements of the Equality Act (2010) (“the act”) and the need for protection from discrimination, harassment and victimisation of individuals with protected characteristics as set out in the 2010 Act.

Our Strategic Equality Plan (“plan”) is in place so that we address priorities for improvement and that equity and equality underpins everything that we do as an education provider and an employer. This Plan sets out our Equality Objectives for a four-year period from 2023 – 2027 and the actions we will take to foster good relations within school and beyond the school gates. As a community school, ensuring that everyone associated with the school is treated with care, respect and dignity is at the core of everything we do.

The school and governing body, will monitor our progress in achieving our Equality Objectives as outlined in the Plan, and the three aims of the 2010 Equality Act. These will be shared and published so that there is transparency and accountability. We will also aim to engage with our school community and wider partners to ensure that our Plan and the actions we take make a difference to the lives of individuals with protected characteristics in our school and to members of our school community.

Mrs J. Barton
Chair of the Governing Body

Mr T. Edwards
Headteacher

Introduction

In Ysgol Garth Olwg, we recognise the importance of diversity and strive to promote an inclusive culture and ethos in which all learners, parents/carers, staff and members of the school and wider community are welcomed and supported to fulfil their potential, irrespective of their background or protected characteristics (e.g., age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation).

Our school myfyrdod (reflective mission statement) is aligned with the principles of the act and ensures that diversity is celebrated within our school.

**Rydym yn falch i fod yn ran o Gymuned Ofalgar,
Gymreig Ysgol Garth Olwg lle mae pob unigolyn yn gydradd.
Cymuned heb ragfarn lle mae pawb yn cefnogi a dangos parch at ei gilydd.
Mae hon yn gymuned hapus a diogel ac rwy'n falch i gael bod yn rhan ohoni.
Rho dy ofal dros Gymuned Ysgol Garth Olwg, Amen.**

Furthermore, our school values support the development of equality for all due to its strong focus on supporting the wellbeing and achievement of all learners and where all members of the school community are treated fairly and with respect and dignity. Ysgol Garth Olwg ensures that difference is valued and that diversity enriches our lives and experiences. As a school community we are committed to identifying and overcoming any barriers to learning and engagement, and to ensuring that all members of our school achieve their potential.

The Behaviour Management Policy and our Plan highlights our Statement of Intent that as a school we do not tolerate any forms of unlawful and unfair discrimination or bullying and harassment in any form. We are committed to equality to ensure the active participation of all learners in the life of our school.

It is our firm belief that all learners should be able to learn and develop fully in a truly diverse and inclusive environment and should be supported to achieve their potential, in order to support our own mission and the local authority's mission of 'Achieving Equity and Excellent in Education and enhanced wellbeing for all'.

Our School Context

Our school is a 3-19 Welsh-medium school serving the communities of Pontypridd. As a school we are committed to partnership working with our families, external agencies and wider communities. We work collaboratively with all our partners to ensure that our learners have access to the right support at the right time.

Integrating Equality into Statutory and Non Statutory Policies

Our commitment to equality underpins all school procedures. There are a number of key statutory and non-statutory policies that reflect the requirements of the Act and

where there is significant alignment with this Policy and Plan. These include the Pupil Behaviour Policy, SEN/ALN Policy, Safeguarding Policy and the Curriculum Policy.

Aims of the Strategic Equality Plan

All schools are required to have a Plan to ensure that the legal requirements of the Act and the Public Sector Equality Duties in Wales are met.

The purpose of the Strategic Equality Plan is to fulfil the duties to provide equality for individuals with protected characteristics and to ensure that fairness and equality is at the heart of everything we do at all levels within our school and community.

Equality Act (2010) and Public Sector Equality Duties in Wales

The Equality Act (2010) outlines the requirement of all schools to meet three key aims which includes:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

In order to fulfil these three aims, we are required by law to produce a Plan and Equality Objectives every four years. To ensure compliance with the requirements of the Act, our school will:

- Monitor the progress we make in achieving the three aims
- Self-evaluate and decide on equality objectives
- Engage with key stakeholders to evaluate the effectiveness of our Plan.

The Public Sector Equality Duty came into force in April 2011 (s.149 of the Equality Act 2010) and requires schools to take action to improve outcomes for learners with different protected characteristics. It is a legal requirement, under the 2010 Act, which schools in Wales must follow. The delivery of our Plan will enable our school to positively contribute to a fairer society by promoting equity, equality and positive relationships between all members of the school community irrespective of their protected characteristics. Furthermore, we will also aim to remove or minimise any disadvantage experienced by individuals due to their protected characteristics and ensure that appropriate steps are taken to overcome any barriers, particularly if participation in aspects of school life is disproportionately low. We will also aim to develop positive relations by tackling prejudice and discrimination, and by promoting understanding between individuals who share a protected characteristic and those who do not.

Roles and Responsibilities

The following members of school staff will be responsible for ensuring the effective implementation of the Strategic Equality Plan.

Governing Body

The governing body has set out its commitment to equality and diversity in our Education Strategic Plan and it will continue to do all it can to ensure that the school is fully inclusive of learners, 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.
- Strive to make communications as inclusive as possible for stakeholders.
- Ensures that no individual is discriminated against whilst in our school.

Senior Leadership Team

Senior Leaders in our school promote equality and eliminate discrimination by:

- Implementing the school's Strategic Equality Plan, supported by the governing body in doing so.
- Ensuring that all staff are aware of their responsibilities under the Act and are informed of our school's Plan and equality objectives.
- Ensuring that all appointment panels give due regard to the 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 local authority and school policies.

Teaching And Non-Teaching Staff

The school regards equality as everyone's responsibility.

All members of staff contribute to ensuring that our school is a fair, just and cohesive community by:

- Ensuring that all learners are treated fairly, equally and with respect.
- 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.
- Supporting the work of support staff and encourage them to intervene in a positive way against any discriminatory incidents.

Engagement

Engagement with stakeholders ensures that we have a clear view of what actions are deemed important to tackle inequalities and discrimination in our school setting. Engagement with stakeholders has also been a means of reviewing the impact of the current Plan and for identifying any further areas for improvement. These activities include:

- Learner voice activities and school council feedback.
- Monitoring of school complaints.
- Feedback provided from parental consultation events and workshops.
- Feedback from annual review processes.
- Outcomes from community cohesion events and activities.

Evaluation

The school's self-evaluation and school improvement planning processes have also informed the Plan. These include:

- Pupil attainment and progress data relating to different groups of learners
- Monitoring attendance, exclusion and bullying/harassment data of groups of learners.
- Monitor the recruitment, development and retention of employees.
- Evaluation of historical actions and outcomes in relation to equality.

Gender Pay Objective

The legislation requires that a gender pay objective is developed where a gender pay difference is identified, this will require statistical analysis of pay data and comparisons between male/female staff.

In our school, we have not been able to identify a pay difference as the staff group is too small to make statistical analysis appropriate.

Strategic Leadership

The lead for the Strategic Equality Plan in Ysgol Garth Olwg is the Headteacher supported by members of the Senior Leadership Team.

**Ysgol Garth Olwg
Strategic Equality Plan For 2023-2027**

Date of Issue: October 2023

Equality objective 1: Ensure full access to the curriculum for all pupils

Equality Objective 2: Closing the gap in performance and attendance of pupils from different groups

Equality Objective 3 Further develop wellbeing, anti-bullying and the pupil's voice and further raise awareness of equality and diversity in the school

Equality Objective 4: Ensure a safe and positive learning environment for our LGBTQ+ community that allows them to be themselves and thrive individually and academically.