

Bryniau Clwyd Federation Ysgol Licswm Strategic Equality Plan 2024-26

Approved	Summer 2024
Next Review	Summer 2026
Headteacher	Mrs Emma O'Neill
Chair of Governors	Mrs Freya Catt

If you would like a copy of this document in an alternative format or your own language please contact:

Mrs Emma O'Neill

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1. Introduction

At Ysgol Licswm we recognise our duty and responsibility to eliminate discrimination and promote equality for pupils, employees, other members of the school community and service users regardless of their race, gender, disability, gender identity, sexual orientation, pregnancy and maternity, religion or belief, marriage and civil partnership as defined within the Equality Act 2010.

We have developed our Strategic Equality Plan (SEP) to ensure equality is at the heart of everything that we do as an education provider and as an employer. The SEP sets out our priorities for equality for 2024 - 2026 and the actions we will take to reduce identified inequalities, improve outcomes in education and employment and foster good community relations.

The Plan will also help us to meet the general duty of the Equality Act (2010):-

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, (definition of protected characteristics in Diversity and Equality policy)
 - 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.

2. Our School and Community

2.1 Our Vision

‘Responsibility, love, care and respect’

‘Cyfrifoldeb, cariad, gofal a pharch’

2.2 Our Mission

1. To aspire to the shared school vision, ‘Respect, respond, be brave, rejoice’
2. To provide the optimum quality of learning and teaching to ensure lifelong learning skills.

3. To establish a happy atmosphere with pupils well being a priority, where children are eager to learn and are thoughtful, caring and respectful towards others.
4. To ensure children are active global citizens and understand the need for sustainable development.
5. To foster a friendly open relationship with parents ensuring teachers and parents work together for the benefit of the children.
6. To promote and encourage links with the wider community (Class, School, Local, National and Global)

2.3 Aims

At Ysgol Licswm, 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 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.

2.4 Profile

A description of our school and its community is set out in our Diversity and Equality Policy which is included in **Appendix 3**. This also describes our commitment and approach to promoting equality in education and employment. All school Governors, employees and pupils have responsibility for promoting equality and adhering to the policy.

2.5 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.

3. Responsibilities

3.1 Governing Body:

The Governing Body has set out its commitment to equality and diversity in the SEP 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.

3.2 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 identity based bullying including racist, homophobic, transphobic and disability related incidents, according to Flintshire County Council and school policies.

3.3 All Staff

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.

4. Information Gathering and Engagement

4.1 Information

Data and information is reviewed and analysed to measure our performance and identify areas for improvement; subsequent actions are included in the School Improvement Plan (SIP). All data collected is used solely for the purpose of analysing trends by protected characteristic. (See **Appendix 3** - Diversity and Equality Policy for definitions of these characteristics).

It is stored separately from personal information which identifies the individual and we ensure it meets the requirements of the Data Protection Act. To protect the identity of individuals published information contains data which has been aggregated. The Welsh Government and Local Education Authority collate and publish pupil data provided by schools. Flintshire County Council publish profile of the workforce.

The wide range of information gathered to identify equality objectives may include 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;
- profile of the local community;
- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics, if possible and appropriate;
- pupil attainment and progress data relating to different groups;
- school exclusions and expulsions by protected characteristic
- Free School Meals (FSM) uptake;
- incidents of identity based bullying and harassment
- reviewing hate incidents for Flintshire as recorded by Flintshire Community Safety Partnership
- research undertaken by Welsh Local Government Association
- sports and activities choices of all groups;
- 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.

4.2 Engagement

We involve stakeholders, including children and young people, staff, parents/carers, governors, other users of the school and community representatives in relation to the development of policies and as required by the equalities duties. We use a wide range of mechanisms including:-

- Involving the School Council
- Holding meetings and focus groups ensuring the timing and venue is accessible and inclusive for stakeholders;

Specifically for the SEP, we:-

- Involved members the Governing Body which included Parent Governors
- It has been shared with members of the School Council

5. Equality Impact Assessment (EIA)

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.

At Ysgol Licswm we undertake Equality Impact Assessments upon new and revised policies and plans to identify potential and actual inequalities and to promote equality and good community relations. This ensures we develop inclusive policies.

6. Our Equality Objectives

The overall objective of the Strategic Equality Plan is to provide a framework for the school to pursue its equality objectives to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities.

Our objectives relate to all of the relevant protected characteristics and contribute to meeting the General and Specific Duties of the Equality Act (2010).

Our chosen Equality Objectives are:

- 1. Improve coordination of duties**
- 2. To improve support from within and beyond the school**

We have action plans covering all relevant protected characteristics, see **Appendix 1**. These describe how we are taking action to fulfil both the general and specific duties. Our action plans will be reviewed annually by the standards and effectiveness committee of the Governing Body and with Estyn when the school is inspected.

The action plans show:

- the action we will take to meet the objectives;
- how we will measure improvement;
- who has responsibility for action;
- resource implications;
- clear time scales;

We developed our Equality Objectives through:

- Reviewing Flintshire County Council's Equality Objectives as identified in **Appendix 2**;
- Views expressed by stakeholders that have been involved in the development of the scheme;
- Issues arising as a result of our involvement with outside agencies

Our Equality Objectives are set out in **Appendix 1**.

7. Monitoring, Review and Publication

A copy of our Strategic Equality Plan (SEP) will be published in English on our website and will be made available in a range of formats on request. The SEP will be monitored on an annual basis by the Governing Body. We will publish an annual report on our progress, which will form part of the Governors' Annual Report to Parents. A full review of the SEP will be undertaken and republished by April 2025 or earlier, if as a result of monitoring or new evidence, we need to alter any of our equality objectives or include new objectives.

Ysgol Licswm

Strategic Equality Plan 2024-26 Equality Objectives and Action Plan

Equality Objectives and Action Plan

Equality Objective:	1. Improve coordination of duties
Evidence /Research	Consider whether linkages are made: Between the different ALN and disability duties School improvement and curriculum development With other planning processes
Success Criteria	
2.1	Staff know the expectations in the ALN and the Equality Act
2.2	Provision for specific children is included on the SDP
2.3	Teachers planning to show provision for specific children and the activity and resources to be used

Action	Lead	Time frame
1. All members of staff to be aware of the ALN code of practice and the Equality Act	EON and all staff	By Sept 2024
2. Look at standards of specific children and include them in groups of learners on the school development plan	EON	On going
3. EON to monitor planning and provision for specific children and include on monitoring sheets		
4. To report on provision in the Governors annual report to parents	EON	Nov 2024

Equality Objective:	2. To improve support from within and beyond the school
Evidence /Research	Awareness raising activities/ general training on Equality Act Support/advice being sought from outside the school Sharing good practice between staff/ other schools Targeted training for particular groups of staff
Success Criteria	
3.1.	Staff aware of the requirements of the Equality Act
3.2.	Training/ support given by outside agencies such as High schools, OT and Ed psych
3.3	Visits to other schools, including specialist schools for advice
3.4	Nurse to be contacted about relevant training for specific children

Action	Lead	Time frame
1. Provision of the code and staff signage required	EON	By end of Jan 2025
2. Meetings requested of specific staff to help with individual needs	EON	On going
3. Staff to set up visits to specific schools for sharing good practice meetings	EON/CG	On going
4. Specific medical training to be given in set procedures	EON	ASAP
5. To report on provision in the Governors annual report to parents	FC	Annually



Flintshire County Council Equality Objectives 2016-20

1. Reduce health inequalities
2. Reduce unequal outcomes in Education to maximise individual potential
3. Reduce inequalities in employment
4. Reduce inequalities in Personal Safety
5. Reduce inequalities in Representation and Voice
6. Reduce inequalities in access to information and services, buildings and the environment

DIVERSITY and EQUALITY POLICY

Name of School. Ysgol Licswm

Date of Policy review: Annual review – Spring Term

Named Individual of the School Community Responsible. Mrs Emma O’Neill

Description of School and its Community

A description of the school community that includes:

Ethnic and religious mix of school and its community; 100% of the school population is white or white British --

Demographics of the catchment area;

The school draws pupils mainly from the villages of Licswm, Ysceifiog and Babel

Gender balance;

The school learner population (Boy 37:Girl 19)

Racist, homophobic or hate crime incidents in the school and the local area;

There have been no reported instances of racial or homophobic incidents.

Religions in the school;

The majority of the school community are from Anglican, catholic and non-conformist religious heritage.

Languages spoken by pupils;

Most learners are proficient in English. Pupils learn Welsh but none come from a home where parents are fluent speakers.

Details of additional learning need within school and its community;

Currently we have 13 children on Statement of educational needs

Description of Policy Formation and Consultation Process

This policy has been developed and reviewed by the following individuals:

Diversity and Equality Coordinator (Mrs O’Neill)
Assistant Headteacher (Mrs Booth)

Before the policy statement was finalised the following groups in the schools and its community were consulted:

- School Council
- Senior Management Team
- Governors

Aims and Purpose of a Diversity and Equality Policy Statement

Ysgol Licswm fully endorse the statement by the County Council

Flintshire County Council is committed to promoting fairness and equality through all its activities; through the Council's roles as service provider and commissioner, employer and community leader. The Council supports the following definition from the national Equalities Review in 2007: "An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people's different needs, situations and goals, and removes the barriers that limit what people can do and can be."

The overarching aim of Flintshire's Diversity and Equality is policy is to:-

- Eliminate unlawful discrimination and harassment;
- Promote equality of opportunity; and
- Promote good relations between diverse communities

In the Council's delivery of services, goods, works and facilities, provision of grants, in engagement with partners and communities in the county and employment policies and practices.

The Policy applies specifically to discrimination, equality of opportunity and the promotion of good community relations in respect of the protected characteristics as identified in the Equality Act 2010:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race,
- religion or belief
- sex
- sexual orientation

and to other personal characteristics and identity, including, for example social class, language, caring responsibilities or educational background

The County Strategic Equality Objectives for 2016-2020 are:

- Reduce health inequalities
- Reduce unequal outcomes in Education to maximise individual potential

- Reduce inequalities in employment
- Reduce inequalities in Personal Safety
- Reduce inequalities in Representation and Voice
- Reduce inequalities in access to information and services, buildings and the environment

At Ysgol Licswm the aims of the Diversity and Equality policy statement are to:

- Ensure that an inclusive ethos is established and maintained;
- Ensure that the school is a place where everyone, irrespective of their age, disability, race, religion and belief, gender, gender identity, sexual orientation, family background and/or language feels welcomed and valued;
- Ensure that all pupils and staff are encouraged to reach their full potential;
- Protect the human rights of all pupils and staff, parents, governors and visitors to the school;
- Prepare pupils for the challenges, choices and responsibilities of their living in a diverse society;
- Empower pupils to participate in their communities as active citizens who take responsibility for themselves and each other;
- Foster and encourage positive attitudes and behaviour towards all members of the diverse community.

Environment and Ethos of the School

We, at **Ysgol Licswm** ensure that the aims listed above apply to the full range of our policies and practices including those that are concerned with:

For example

- Equality projects and courses; teaching of the national curriculum, PSE and RE; strategies which use interactive and experiential approaches;
- Pupil's progress, attainment and assessment, behaviour, discipline and exclusions;
- Admissions and attendance;
- Encouragement of pupils to take responsibility for their own learning and the assessment of their development.
- Valuing pupils and promoting positive relationships and self-esteem;
- Staff selection, recruitment and induction;
- Effective coordination and staff training and support;
- Partnership with parents and the community;
- Opportunities in school for pupils to participate in decision making;
- Extra-curricular experiences, such as school councils, clubs etc;
- Physical environment of the school is conducive to health and well-being
- Other as appropriate

Addressing Sexism, Racism, Xenophobia and Homophobia

The school is opposed to all forms of discrimination based on person's age, disability, race, religion or belief, gender, gender identity, sexual orientation, family background

and/or language. Any form of harassment and discriminatory language and behaviour is unacceptable and will not be tolerated at Ysgol Yr Esgob The school's anti-bullying policy clearly outlines the course of action in such circumstances.

All school staff have had training on Anti- radicalisation and tackling extremism.

Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy statement and related procedures and strategies are implemented.

The **Head teacher** is responsible for implementing this policy statement; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to:

- incorporate principles of equality and diversity into all aspects of their work.
- deal with any discriminatory incidents that may occur;
- know how to identify and challenge stereotyping or discrimination;
- support pupils in their class for whom English is an additional language;
- Provide reasonable adjustments for disabled pupils, staff and members of the school community;

Information and Resources

The content of the policy will be known to all:

- staff;
- learners;
- parents, carers and guardians;
- governors;
- guest-speakers who come in to school;
- members of the community if they request it.

Religious Observance

The community at **Ysgol Licswm** will respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Monitoring, evaluation and review of this Policy

Ysgol Licswm will collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate. This will then be evaluated with the other schools in the Consortium.