



Llanmartin Primary School

Strategic Equality Plan 2020-2024

Llanmartin Primary school is fully inclusive and attracts children from the local community. The school benefits from spacious classrooms, a dedicated Nursery, a dedicated Learning Resource Base, open courtyards and a large playing field. The school is in a pleasant rural setting on the Underwood Estate. We cater for children aged from 3 – 11 years from Underwood and surrounding communities. The school delivers its curriculum and conducts its business through the medium of English, except for the increasing use of incidental Welsh.

We aim to develop ambitious and capable learners who, through a wealth of exciting experiences and challenges in a vibrant learning environment, develop into respectful and inquisitive learners who care about the local community, Wales and the wider world. We aim to nurture happy and confident, well rounded individuals who have a life-long love of learning, realising their true potential.

Our school values are:

- Respect - by valuing the diversity, rights and property of others
- Honesty - by telling the truth and being true to our word
- Co-operation - by working together appropriately to achieve our aims
- Tolerance – by respecting the religious beliefs of others; not judging others; respecting and appreciating differences in people
- Kindness - by showing consideration to others
- Responsibility - by contributing positively to our whole school community, by accepting the consequences of actions and by agreeing and following simple rules

Our school cultivates a positive, inclusive ethos that this policy will support and help to maintain. The school aims to:

- ✓ Provide a safe, happy and secure environment where everyone starts and finishes each day wanting to learn because they feel confident and valued.
- ✓ To provide a varied, balanced and evolving curriculum that celebrates individuals' learning styles, talents and interests, whilst promoting stimulating, lively, enquiring minds and a natural curiosity about the world in which they live.
- ✓ To establish a learning community where everyone works in partnership to develop an ethos of care, respect and consideration of each other and where the views of the individual are encouraged and respected.
- ✓ To be a school where the highest standards of behaviour are expected and celebrated and where there is respect for ourselves and others.
- ✓ Be proud of our Welsh heritage, to promote bilingualism and enjoy learning through the medium of Welsh.

School Governance

The Governing Body is responsible for ensuring that the school fulfils its legal equalities responsibilities. A member of the Governing Body has a watching brief for equalities matters. With assistance from the Headteacher, the Governing Body will ensure that this Plan is implemented.

The Governing Body has equalities issues as regular items on the agenda of Governing Body meetings and there is a governor with responsibility for equalities.

The named persons with responsibility for dealing with reported incidents of discrimination or bullying are Mrs Victoria Curtis (Headteacher) and Mrs Helen McCormick (Deputy Headteacher) and all members of the Senior Leadership Team. The school will make sure that all incidents of discrimination relating to the school, its pupils and staff are reported and recorded in a register. The register will be shared with the local authority to help it plan anti-discrimination work. Neither the school nor the local authority will ever publicly identify individuals involved in incidents.

The ALNCo is a senior member of staff with special responsibility for implementing and promoting equalities matters and this Plan.

Our School council will provide pupil voice on our Equality Plan and how it is created.

Monitoring Procedures

This report will be monitored as part of our 'Monitoring, Evaluation and Review' cycle annually. This will ensure our plan remains relevant in light of new legislation, developments within the community and will remain informed through self-evaluation and feedback from our stakeholders.

The school Strategic Equality Plan will be reported on as part of the Head Teachers written report to Governors and in the School Governors' Annual Report to Parents.

Demographic Data

Gender split among learners and staff

	Learners (%)	Staff (%)
Female	41.2	100
Male	58.8	0
Unknown	0	0
Total	100	100

Ethnicity split among learners and staff

	2011 Census		
Ethnic Origin	Newport %	Learners %	Staff (%)
Total Asian	5.4	0.6	0
Total Black	1.7	3.1	0
Total Other	1.0	2.4	3.85
Total Mixed	1.9	2.4	0
Total White	89.9	91.5	96.15
Total Unknown	0.1	0	0
Total	100	100	100

ALN learners

	Learners (%)
Male	82.4
Female	17.6
Total	100

Free School Meals

	Learners (%)
Male	62.5
Female	37.5
Total	100

Equality Objectives and Actions

Equality Objective 1

Leadership, Governance and Involvement: the school will use its standing within the community in promoting equality issues, and ensure that its governance processes are robust and involve all learners equally.

Engagement: Staff engagement, pupil reviews, stake holder questionnaires

<u>Actions</u>	<u>Responsibility</u>	<u>Deadline</u>
<u>1</u> The school will promote and facilitate weekly pupil council meetings.	SLT	Weekly
<u>2</u> This school will take steps to ensure that pupil council is representative of the school's learners across protected characteristics.	All teachers, SLT, HT	September elections
<u>3</u> The school has an innovative range of 'pupil voice groups' which focus on shared rights and responsibilities; Well-being Wizards, Healthy School, Eco-committee, Criw Cymraeg, Digital Leaders, Charities	All teachers	Weekly
<u>4</u> School communications to parents and carer are delivered in plain, easy to understand language.	HT	Weekly Newsletter Via SeeSaw
<u>5</u> Progress against actions identified within the school's accessibility strategy will be included within this strategy's annual report.	HT	Annual
<u>6</u> School governors will all receive equality and diversity training, which will include Equality Impact Assessment training and awareness	HT	Bi-annual

Describe how this objective and its actions support wider policies, processes and legislation: This objective and associated actions have been developed with the idea in mind that schools play an important role in their community. They can meet their statutory duties by being more visible around equality issues, and can better serve marginalised groups by having in place robust governance processes that ensure that key strategies to the equalities agenda.

In addition, both the objective and its actions have been strongly influenced by the idea that **Pupil Voice** is important to the development and culture of a school's culture and the values of its learners, strongly supporting many of the principles of Equality Objective 2: Community Cohesion.

The objective also supports many of the principles within Well-being of Future Generations, including both **collaboration** (through its integration of multiple strategic priorities) and **involvement** (through its coproduction with relevant stakeholders)

Equality Objective 2			
Community Cohesion: the school plays an active role in fostering communities that have shared values, where diversity is welcomed and embraced, and people feel connected to the communities in which they live.			
Engagement: Staff engagement, pupil reviews, stake holder questionnaires			
Actions		Responsibility	Deadline
1	The school will develop a range of methods to detect and identify identity-based bullying, these will feed into local authority data via Bullying Incident Recording Form	Classteachers SLT, HT	Ongoing
2	The school will explore ways in which it can embed the contributions that Black, Asian and Minority Ethnic and LGBTQ+ have made to history and wider society into lessons and assemblies	Classteachers SLT, HT	Ongoing
3	Schools should acknowledge that radicalisation and extremism are real risks to pupils in all schools, and ensure that staff training, policies and the curriculum suitably address these risks	SLT, HT	Ongoing
4	Work creatively to co-produce developmentally appropriate Relationship and Sexuality Education sessions that are rights based and inclusive, and work with learners, parents and carers to shape provision	Classteachers SLT, HT	Training November 2021 Ongoing Cross Curricular theme
Describe how this objective and its actions support wider policies, processes and legislation: This objective has been developed to reflect the important role schools play in developing communities that are cohesive and share fundamental common values of respect and tolerance. It reflects the obligation the school has under the general duty of the equality act to foster good relations between people who share a protected characteristic and those who do not. The objective supports a number of intersecting policy agendas, including Welsh Governments 2020 school anti-bullying guidance , the national community cohesion agenda and the RSE provision. The objective also supports many of the principles within Well-being of Future Generations, including both involvement (through its coproduction with relevant stakeholders) and prevention (through its robust commitment to ensure that learners are instilled with the values that will create more cohesive communities in the future)			

Equality Objective 3		
Learn Well: the school plays an active role in maximising the opportunity that learners have in schools and how it support children and young people to thrive, progress, make positive choices, achieve and be the best they can be.		
Engagement: Staff engagement, pupil reviews, stake holder questionnaires		
Actions	Responsibility	Deadline

1	Work with EAS and the local authority to review exclusion data for vulnerable groups and explore ways of securing improvement.	SLT, HT	Monthly monitoring sessions HT report to Governors
2	To promote equality diversity through the implementation of the 'United Nations Rights of the Child' and 'School Values' within cross-curricular activities and assemblies	Classteacher HT, SLT	Ongoing
3	To monitor and review access to the curriculum and ensure that individual pupil needs are met through adapted activities	Classteacher HT	Ongoing

Describe how this objective and its actions support wider policies, processes and legislation: This objective and associated actions have been developed to support all vulnerable learner groups.

In addition, the well-being of all our pupils is a priority for the school and all pupils will be encouraged to have access to the curriculum to provide them with life skills and enable them to leave the school with the Four Purposes as a developing element of their own learning.

The objective supports the **United Nations Convention on the Rights of the Child** in particular **Article 27** that states that children and young people should be able to live in a way that helps them reach their full physical, mental, spiritual, moral and social potential.

Equality Objective 4

How does the curriculum promote positive attitudes to the linguistic and cultural nature of Wales?

Continue to work towards achieving Cymraeg Campus awards

Engagement: Staff engagement, pupil reviews, stake holder questionnaires

<u>Actions</u>		<u>Responsibility</u>	<u>Deadline</u>
1	To track pupils' progress in Cymraeg across the whole school	Classteacher HT, SLT	Ongoing
2	Progressive Schemes of Work across whole primary school	Classteacher	Ongoing
3	Welsh to have high priority in all lessons and pupils to be encouraged to use welsh within their books and to each other. Classteachers to use Welsh when marking books. To hold an annual whole school focus on Welsh week and Eisteddfod	Classteacher HT, SLT	Ongoing
4	All pupils to take part in a school trip to celebrate the 'Uniqueness of Wales', biannually. Trips to include; Royal Mint, St. Fagans, Welsh Castles	Classteacher HT, SLT	Ongoing

Describe how this objective and its actions support wider policies, processes and legislation: This objective and associated actions have been developed to support all pupils to have an identity with their

Welsh culture and heritage.

The objective supports policy agenda including **Welsh in education Action Plan** which highlights the actions that schools need to take to prioritise Welsh learning within schools.