

PPS Strategic Equality Plan

2024- 2028



Author	Evan Richards
Date reviewed by full governing body	November 24
Chair of Governors signature	Jo Brooks
Headteachers signature	Evan Richards
Next review	October 28

Agreed by BCBC HT Federation Policy Group

October 2024

Strategic Equality Plan Template for Schools 2024 - 2028

Introduction

At Porthcawl Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of any protected characteristic. 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. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Characteristics of our School

Porthcawl Primary School has staff who are ELSA and THRIVE trained. Our staff, work closely with parents, carers, children and staff across the school on the Wellbeing and Mental Health needs of children and liaises with external agencies as appropriate.

Porthcawl Primary School strives to be an accessible school so that there can be inclusion for all. The Accessibility Plan outlines key development priorities that the school needs to address in order to improve accessibility.

The Legislative Background

The Equality Act 2010 protects people from discrimination, victimisation and harassment on the basis of the following characteristics:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership (protection against direct discrimination only)
- Pregnancy and maternity
- Race
- Religion or (non-)belief
- Sex
- Sexual orientation.

This plan is a requirement of the Welsh Public Sector Equality Duty and sets out how we will meet the duty and regulations and continue to improve our equality performance via our Equality Objectives.

Developing Equality Objectives and Engagement

We continually seek to improve equality and eliminate discrimination within the school community by reviewing our performance, for example:

- Analysis of data, such as progress and wellbeing.
- Gathering information about representation of different groups.
- Gathering views of stakeholders.
- Undertaking equality impact assessments.

Bridgend County Borough Council have undertaken extensive consultation with stakeholders across the authority in order to formulate their equality objectives. In aligning our school objectives to their own, we may undertake additional specific consultation in order to ensure that our own objectives are relevant to the specific circumstances in our school.

As well as the specific actions set out beneath this plan, the school seeks to promote and ensure equality of access for all pupils and prepare them for life in a diverse society through a range of measures including;

- using materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- promoting attitudes and values that will challenge discriminatory behaviour or prejudice;

- providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seeking 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.

Publication, Monitoring and Review

Our Strategic Equality Plan (SEP) will be reviewed and renewed in line with the timeline and equality objectives set out by our local authority. We will publish our SEP on our school website and make it available from the school office. The plan will be available in a range of formats on request.

As part of our responsibility to monitor the SEP, we will:

- regularly review and analyse available information and data used to identify priorities for our equality objectives.
- use impact assessments to seek to ensure that actions taken have had a positive impact across the relevant protected characteristics
- seek to ensure that promotion of equality is embedded within school planning and that any discrimination is challenged and eliminated.

The Strategic Equality Plan must be reviewed at least every four years, but may be updated earlier if necessary.

Signed:

Chair of governors

Date approved: October 25

Date of review: May 28

Strategic Quality Objectives 2024-2028 (aligned to Bridgend objectives 2024-28)

Objective 1: Ensure that every parent / family has equity of access to the services that they need.				
Actions				
Action	Description	Action Owner	Start date	End date
1	To ensure hard copies of letters and key information is available so information can be accessed by all.	ER	Sept 25	May 28
2	To ensure that letters, reports, key information and parents evening invites are sent out to all parents.	ER	Sept 25	May 28
3	To continue to engage with partners and the local community to ensure equality and diversity is central to our school curriculum and we have inclusive practices.	ER	Sept 25	May 28
This objective will be judged to be successful if... • All parents and carers can access information about their children and school events. • All parents are able to attend school events and arrangements are made so estranged parents can attend parents evenings. • The PPS Curriculum reflects our local community and is diverse and inclusive.				

Objective 2: Protecting the most vulnerable - Ensure that policies and procedures support the rights and wellbeing of all learners including the most vulnerable.

Actions

Action	Description	Action Owner	Start date	End date
1	Meet regularly with the Education Welfare Officer to ensure we are supporting all learners.	ER, NJ	Sept 25	Nov 28
2	Increase Thrive sessions for key learners and create clear targets to ensure their needs are met.	ER, LG, JBI	Sept 25	Nov 28
3	Work with the Family Engagement Officer to plan and deliver parent workshops in school.	ER, JBI	Sept 25	Nov 28

This objective will be judged to be successful if...

- We work with families and outside agencies to increase attendance at PPS.
- Increased Thrive assessments and sessions in school.
- Increased opportunities for parents and carers to come into PPS and work with pupils, staff and outside agencies.

Objective 3: Living Standards - Consider the impact of any policy changes or decisions on vulnerable pupils / families including those in poverty.

Actions

Action	Description	Action Owner	Start date	End date
1	School to analyse additional school costs, such as voluntary contributions to trips.	ER	Sept 25	Nov 28
2	Develop a long pay procedure where trips can be paid for over a longer period of time	ER	Sept 25	Nov 28
3	Earlier planning of activities that may require a contribution from parents.	ER	Sept 25	Nov 28
4	Continue the uniform eco swap shop.	JBo	Sept 25	Nov 28

This objective will be judged to be successful if...

- School trip costs are kept to a minimum and where possible trips are to local places.
- Trips are organised well in advance and information is sent out early to parents and carers. For the annual residential trip information will be sent out at the start of the academic year.
- Staff will continue to run the eco-swap shop.

Objective 4: Participation and engagement - Encourage every member of our school community to participate and engage in issues that are important to them, and influence the decisions that affect their lives at our school.

Actions

Action	Description	Action Owner	Start date	End date
1	Increase pupil voice opportunities including pupil led rich tasks, pupil evaluations, pupil surveys and pupil voice groups.			
2	Increase governor involvement in school through establishing link governors and timetabling visits, lesson observations and listening to learners.			
3	Increase opportunities to get parents and carers into school by introducing themed days.			
4	Continuing and establishing our parent voice group and meeting half termly. We will also complete termly parent surveys using Google Forms.			

This objective will be judged to be successful if...

- More opportunities are given to the PPS community to comment on what is going well and what can be improved at PPS

- Increased opportunities for governors, parents and the wider community to visit school and be involved in events and activities at PPS

Objective 5: Learning - Promote equal access to quality learning for all students, regardless of their socioeconomic background, abilities, age or ethnic background. Support diversity, equity, and inclusion.

Actions

Action	Description	Action Owner	Start date	End date
1	To continue to develop ways to use ICT to support all pupils to access the curriculum in school.	JBo	Sept 25	May 28
2	To use additional funding appropriately to ensure all groups of pupils access the full range of learning experiences, make good progress and achieve their potential.	ER	Sept 25	May 28
3	To expand the range of afterschool and lunchtime clubs on offer so that more pupils are involved in extracurricular activities.	ER	Sept 25	May 28

This objective will be judged to be successful if...

- ICT is used effectively to allow all pupils to access the curriculum.
- All pupils can access the PPS curriculum and make good progress during their time at PPS.
- We offer a wide range of lunchtime and afterschool clubs to our pupils.

Objective 6: Employment - Promote a more inclusive workforce and improve the participation, well-being, and opportunities for development for those with protected characteristics.

Actions

Action	Description	Action Owner	Start date	End date
1	To continue to develop staff wellbeing and working with staff to refine what we do.			
2	To encourage and support all staff within school to take on leadership roles and develop leadership skills.			
3	To encourage and facilitating staff to take responsibility for their own wellbeing.			

This objective will be judged to be successful if...

- Staff take responsibility for their Wellbeing and know where to go for support.
- Staff in school develop as leaders and take on new roles.