



School Equality Plan

Blaenau Gwent Local Authority has developed its fourth **Strategic Equality Plan for 2024-2028** which sets out how we will meet our duties under the Equality (Wales) Act 2010. As a school we want to put equality at the heart of everything we do to maximise well-being outcomes for our residents, local communities, staff, and our pupils, now and in the future.

At St Joseph's RC Primary, we have an important part to play in contributing towards this plan. **We** are committed to **Equality, Diversity and inclusion** and **will** continue to support all our pupils, including those protected by the Equality Act.

We will work towards.

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancing equality of opportunity.
- Fostering good relations.
- Embedding working principles across our delivery, ensuring that we create an equal/fair learning culture for staff, pupils, and the community.

How we will deliver.

St Joseph's RC Primary School Equality Plan sets out how we will work towards ensuring that Equality & Diversity is as the heart of everything we do and is integral to our School Development Plan and School Policies & Procedures to ensure fairness for pupils, staff and guardians.

Objective	How we will do this
Equality Objective 1 We will be a fair and equitable organisation.	• We will take a whole school approach to delivering the plan with an identified lead within the school. • We will set key equality milestones which will be regularly monitored. • All key decisions made will have due regards to the Equality Act (2010) • We will provide progress updates and share good practice examples with the Education Directorate/ Policy & Partnerships team to contribute to the Council's Strategic Equality Plan 2024-28 Annual Report
Equality Objective 2 We will be a workplace that champions diversity and inclusion.	• We will ensure recruitment & selection policies outlined by Blaenau Gwent Council are followed and documented. • We will work with staff to identify appropriate training and support on an ongoing basis. • Arrange regular staff meetings to ensure there is a whole school approach to Equality, Diversity, and Inclusion, working together to identify and address key issues. • We will ensure all staff receive Introduction to Equality & Diversity training which will be documented and monitored. • We will develop a training programme of support for each academic year to ensure staff receive regular updates on Equality matters

Equality Objective 3 We will create a fair and inclusive learning culture for all children and young people with a focus on equality, diversity, and inclusion.	• We will identify specific training needs for staff to enhance learning for pupils with protected characteristics. • We will work with Blaenau Gwent Council to monitor pupil attainment and support our pupils to reach their learning ambitions, through appropriate support and guidance. • We will work with pupils with protected characteristics to ensure that the school continually improves. • We will support the delivery of our School Council and identify pupils from year 6 (primary) to participate in Children's Grand Council sessions, ensuring pupil voice. • We will work with pupils with protected characteristics to continually improve and develop awareness to support better learning outcomes, ensuring a better understanding with staff/pupils as well as working effectively with key partners to support this. (note this is also covered in objective 5)
Equality Objective 4- We will promote and support inclusive, safe and cohesive communities.	• We will operate a zero tolerance to bullying & hate crime within and outside school. • We will develop a learning culture where bullying and hate crime is understood through classroom-based activities, specific assembly sessions and celebrate commemorative days such as Holocaust Memorial, Black History Month, LGBTQ+ History month etc. to celebrate, share, learn and raise awareness. (using equality campaigns calendar) • We will report all incidents of bullying using "My Concerns" and develop interventions with the pupils/families to educate and support. • We will actively listen to pupils and parents around concerns raised from within and outside school to take appropriate action when required. • We will work with partners/agencies to deliver training within school to support learning for staff and pupils. • We will celebrate diversity & culture through exploration and learning. • We will support school twinning to develop skills and learning around other cultures/religions
Equality Objective 5- We will ensure effective engagement and participation for people with protected characteristics.	• We will work with pupils and parents to raise awareness and understanding of protected characteristics through classroom-based activities and wider community engagement. • Through engagement and classroom-based activities we explore similarities and differences to bring pupils and communities together. • We will work with pupils with protected characteristics to continually improve and develop awareness to support better learning outcomes, ensuring a better understanding as well as working effectively with key partners to support this. • We will look to develop support groups within school to support those with protected characteristic- (Equality Voice Groups, LGBTQ+ support, cultural diversity etc.)

Equality Objective 6-

- We will work with partners/agencies to deliver key programmes that will support those with protected characteristics to tackle inequality.
- We will ensure that as a school those affected are supported to learn through identified support/interventions and/or learning materials/equipment they may need to reach their learning potential.
- We will link with the Blaenau Gwent 'Christmas Toy Appeal' for identified vulnerable children and young people.
- We will promote Cost-of-Living support schemes e.g. Council Tax discounts and reductions, winter fuel payments, foodbanks, and school uniform grants etc.
- We will consider the Children in Wales's Child Poverty Report's findings.

St Joseph's RC