



Strategic Equality Plan & Equality and Diversity Policy 2020 - 2024

Victoria Primary School



Accessible Formats

If you need the document in any other format, please contact the school office on 01978 360060. It is available on the school’s website. Paper copies are available from the school office.

Adoption by School Governors

The Strategic Equality Plan was agreed by Governors:

..... (Signature)

Chair of School Governors

.....Date



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Our plan and policy helps us to advance equality across all of the 'protected characteristics' set out in the Equality Act 2010

- Age
- Disability
- Gender reassignment
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership

Introduction

Welcome to our third Strategic Equality Plan and Equality and Diversity Policy.

It has been produced to comply with the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

This document sets our equality objectives, a summary of what we hope to achieve over the next four years and the steps we will take to deliver those objectives as an employer, as an educational establishment and as a part of our local community.

This document also contains our Equality and Diversity Policy Statement.

This Plan replaces our Disability Equality and Race Equality schemes and plans. The school's Accessibility Plan which is now separate can be read alongside this document.

Our Strategic Equality Plan will be in place for a maximum of four years and will be subject to regular review. The plan is available for anyone to see.

Should we update any of our equality objectives during the lifetime of this plan we will publish those changes promptly.

Although we have published our Strategic Equality Plan as a document in its own right it does not stand in isolation. It is an integral part of the policy framework and the culture of our school. We expect Governors, teaching and non-teaching staff, pupils and visitors to our school to play their part in making equality a reality and promoting a positive, welcoming and inclusive school environment.

2. Our School Values

At Victoria C P 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 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. At Victoria C P School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

SCHOOL PROFILE:

PUPIL PROFILE

The school has 469 pupils aged three to 11 years old. This includes 56 children who attend the nursery on a part-time basis. We also have a further 25 children who attend Early Entitlement on a part time basis. We also have children who attend our Play Group Plus from our nursery department and children can also attend either the infant or junior After School Clubs. The school also operates a Holiday Club which is open to children from Victoria and from within the community. Pupils begin school full time after their fourth birthday. English is the predominant language spoken at home, but around 26% of pupils are from minority-ethnic backgrounds. English is the main language of communication in the school and Welsh is taught as a second language and is an integral part of the daily life. French is also taught as an additional language to key stage 2 pupils. Pupils come from a wide range of social backgrounds, which the school describes as being neither prosperous nor economically disadvantaged. 21% of pupils are entitled to free school meals. Around 13% of children have been identified as having additional learning needs which can range from School Action through to being statemented. This figures changes during the year and from year to year.

Staff Profile

We have 59 teaching and non-teaching staff. 93% of our staff are female and 7% of our staff are male.

Governor Profile

We have 18 people currently on the governing body. The school governing body is made up of **33.5%** men and **66.5%** women. 38% have a very good command of the Welsh language or a basic understanding of the language. 100% are white.

3. About our Plan

Purpose of the Plan

We recognise and celebrate the growing diversity of the local and regional population. This plan sets out our equality objectives and includes our Equality and Diversity Policy Statement and sets out how our school will address diversity and contribute to improving equality outcomes.

The purpose of our Strategic Equality Plan (SEP) is to document the steps we are taking to fulfil the legal duties set out in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

When carrying out our functions we must have due regard for the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The plan helps us to improve our approach to equality across all of the 'protected characteristics', and to embed fairness and equality deep in the heart of our school community and in all aspects of our school plans and policies.

How our Plan was Developed

We have adopted in the main the Model Strategic Equality Plan that was developed by Wrexham County Borough Council in partnership with local schools. We have adapted and created our own objectives and suggestions on how to achieve these objectives and have kept them simple. Many objectives are being done currently and are continually being reviewed and improved and they fit in with the school objectives set out in the SIP.

How our Plan will be Monitored

The Governing Body and Head teacher will work together to monitor the Strategic Equality Plan and will be discussed at governor meetings as and when required.

Our Arrangements for Annual Reporting

A lot of this information will be included in the Annual Report to Parents where relevant.

Information Gathering and Engagement

One of our priority areas (Equality Objective Seven) is to implement effective arrangements for gathering equality information and data. We recognise that this is central to our ability to meet the legal duties.

We have adopted the recruitment and selection policies and procedures of Wrexham County Borough Council and work closely with them when recruiting new staff.

Wrexham County Borough Council also supports a number of our functions such as our allocation policies and procedures. We will work with the relevant departments of Wrexham County Borough Council to review our equality monitoring arrangements.

Currently we gather the following equality monitoring information in our school:

Staff Profile – We identify the make-up of our staff and without positively discriminating we feel we employ the best quality staff who can carry out the high level of teaching and provision of services that the governing body and senior management expect within a very good school.

Governor Profile – Again we identify within our local and wider community the best people that will carry out the role of a governor at the school bringing their expertise in business, family life, the community and general public life into the life of a governor in a very busy school.

Pupil Profile and attainment levels – As with all schools in Wales, we capture data on each child that progresses through the school at all ages and can therefore identify those that require extra help either through low attainment or as a more able and talented student. However, as importantly we also monitor and expect high levels of attainment from those children who do not fit into either of these two groups.

4. Our Equality Objectives

We have adopted where practical the objectives as outlined by WCBC which consist of six Regional Strategic Equality Objectives for North Wales and three local equality objectives that will improve our ability to meet the legal duties. However, they do fit in well with the whole ethos of the school and many of the objectives and action plans are currently in evidence.

- Objective One Reduce Health Inequalities
- Objective Two Reduce unequal outcomes in Education to maximise individual potential
- Objective Three Reduce inequalities in Employment and Pay
- Objective Four Reduce inequalities in Personal Safety
- Objective Five Reduce inequalities in Representation and Voice
- Objective Six Reduce inequalities in access to information, services, buildings and the environment

These are the local objectives that we have adopted for our school

- Objective Seven Develop our equality monitoring arrangements
- Objective Eight Develop procedures for carrying our equality impact assessment
- Objective Nine Increase levels of understanding and knowledge of equality and diversity



The action plans set out how our school will contribute to each of the regional objectives for North Wales and our arrangements for delivering our local objectives.

**North Wales Objective One:
Reduce Health Inequalities**

School Priority: To improve the health and wellbeing of our school community

School Governor Champion: Stacey Birchall

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
<p>Continue to adhere to the Healthy Schools Standard each year ensuring that diversity is embedded in all activities.</p> <p>To work with the Food Fitness Policy and review this policy every 2 years.</p>	<p>SB</p>	<p>Healthy Schools Award</p> <p>Continue to work with our catering staff to ensure healthy meals are provided to all children and to continue to work with and advise parents/carers on healthy packed lunches,</p> <p>To ensure that all children have the opportunity to take part in healthy activities and to understand the importance of 'looking after themselves'.</p> <p>To ensure that the school building is open and accessible where ever practical and welcoming to all.</p>	<p>Ongoing</p>

North Wales Objective Two:

Reduce unequal outcomes in Education to maximise individual potential

School Priority: To support our pupils to achieve their potential

School Governor Champion: Governing Body

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
<p>Continue to monitor and assess ALL children in the school to ensure that they ALL achieve to their full potential.</p> <p>To continue to work with the less able, more able and talented, FSM and EFSM and low attenders to ensure that relevant opportunities and correct challenges are given in order that they reach their full potential. To work with the families of the less able and poor attenders to improve attendance and the standard of work.</p> <p>To continue staff training and sharing best practice to ensure excellence in all aspects of teaching.</p> <p>To ensure that curriculum policies allow accessibility to all.</p>	<p>Governing Body, SLT, All staff</p>	<p>Regular assessment takes place, data is discussed at governor meetings and staff meetings, action taken to challenge and improve.</p> <p>Attendance data</p> <p>School works with outside agencies to improve the lives of the children.</p> <p>Performance Management in place to ensure senior management and governors identify good practice that can be shared with all staff and where appropriate training is organised.</p>	<p>All these aspects of this objective are ongoing as you would expect.</p> <p>New Curriculum 2022 - ongoing changes of course</p>

**North Wales Objective Three:
Reduce inequalities in Employment and Pay**

**School Priority: To develop a diverse and skilled workforce
School Governor Champion: Headteacher and the Governing Body**

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
To work with Wrexham County Borough Council to identify if there are issues or gaps with pay and address accordingly.	Headteacher. Chair of Governors		Ongoing
Continually look at improving the way we advertise teaching and non-teaching posts within our school to ensure that we are reaching a diverse range of candidates but to always employ the very best people in a very good school.	Headteacher and the governing body along with HR for advice at WCBC.		Ongoing
To advise people involved in recruitment and selection on equality and diversity	Chair of Governors		Governor on selection process has received equality and diversity training.

**North Wales Objective Four:
Reduce inequalities in Personal Safety**

School Priority: To ensure that staff and pupils feel confident to report issues of concern

School Governor Champion: Headteacher and the Governing Body

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
To ensure that all children, staff and visitors to the school feel safe and secure.	Headteacher/ Chair	To ensure that all relevant information is contained in the school prospectus CCTV, security lighting, signage, excellent alarm system – always being looked at and updated if required.	Ongoing Ongoing
“Dignity at Work” policy.			Completed, but looked at every 2 years.
Ensure staff, children and volunteers have the relevant training to identify and deal with issues such as bullying within the school or with any other area of concern that the individual may have.		Number of staff trained Our school operates a ‘buddy’ system so regular training and help is given to children who choose to be a ‘buddy’. Training in house Child Protection Officer and	Ongoing Training completed and

		Governor, plus all staff trained in CP	always being updated.
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**North Wales Objective Five:
- Give people a voice Representation and Voice**

School Priority: To ensure that a wide range of people are able to have their say on decisions relating to our school
School Governor Champion: Governing Body

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Introduce equality monitoring for the profile of the school governing body to establish how representative it is of the local population and school community		Monitoring exercise carried out and information recorded	Completed, but again always being looked at as governing body changes.
Review the way we currently advertise vacancies and the process of nominations for school Governors to ensure that we are attracting a diverse range of people to engage with the school's decision making processes and to ensure that always we recruit the best people for the important work of being a governor		Review completed and action plan in place	Completed
		PTA, School Council, Families Connect – all groups involved in the life of the school. Parents' day	Ongoing
		Child initiated curriculum, Eco group, school council, digital leaders	Ongoing

North Wales Objective Six:**Reduce inequalities in access to information, services, buildings and the environment****School Priority: To ensure our school is accessible, inclusive and welcoming to pupils, parents/carers, staff & visitors.****School Governor Champion: Governing Body**

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Review current arrangements for the publication of information.	Head & Chair		Ongoing
Ensure as far as possible that any medium used follows the RNIB Clear Print Guidelines			Ongoing
Continue to review arrangements for raising awareness of the availability of information in accessible formats and communication support and action accordingly.			Ongoing
Educate staff, governors, volunteers and children on the etiquette when working with a dis – abled person, placing the emphasis on the person being abled and ready to contribute to the life of the school but always taking into account the extra support they may			Ongoing

need.			
Review how accessible the school is to people with physical and sensory impairments and action plan accordingly			Ongoing

Objective Seven: Develop equality monitoring arrangements

School Priority: To develop equality monitoring systems that help our school to meet the equality duties, and improve our understanding of equality outcomes across our school community

School Governor Champion: Chair/Governing Body

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
To use the standard equality monitoring form as devised by WCBC.		Form developed and in use	Completed
Raise awareness of the purpose and benefit of equality monitoring		Information provided to staff / governors and added to school information.	Completed
Ensure through governor meetings and communication with senior management that all staff understand our equality monitoring systems.			Ongoing

Objective Eight : Develop procedures for carrying our equality impact assessment

School Priority: To develop arrangements for carrying out equality impact assessments

School Governor Champion: Governing Body

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
To continue to review our priorities for reviewing policies and other documentation ensuring at all times to measure equality and diversity measures.			Ongoing

Objective Nine: Increase levels of understanding and knowledge of equality and diversity

School Priority: To train key people on equality and diversity
School Governor Champion: Andrea Evans

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
To provide information at governor meetings when necessary on equality and diversity.			Ongoing
School governors undertake equality and diversity training			Ongoing, when available from the LA.
Teaching and non-teaching staff undertake equality and diversity training			Ongoing, when available from the LA
Introduce equality and diversity elements to new starters			As and when

5. Our Equality and Diversity Policy

Purpose

- ❖ Equality and fairness is central to the values and behaviours of our school.
- ❖ This Policy Statement sets out our commitment to promoting equality and to meeting the requirements of equality and human rights legislation.
- ❖ We value equality and diversity and are committed to ensuring that no-one is treated less favourably for reasons that cannot be justified on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on grounds of Welsh language.
- ❖ This statement reinforces our commitment to promote equality and fairness and address all forms of unlawful discrimination, victimisation and harassment.

Scope of this Policy Statement

- ❖ This statement applies to everyone associated with our school and we expect everyone to behave in accordance with it.
- ❖ This statement underpins our Strategic Equality Plan and compliments the Children's "One Wrexham Charter of Belonging"
- ❖ This statement does not stand in isolation; its aims and values are at the heart of the plans and policies of our school.

Key Principles

- ❖ This statement aims to support our school to be an organisation that values diversity and takes proactive steps to remove unlawful discrimination, advance equality of opportunity and foster good community relations.
- ❖ This will be achieved through the delivery of our Strategic Equality Plan and other relevant school policies and plans.
- ❖ We are committed to creating a fair, just and inclusive school community where diversity is valued and people are encouraged and supported to achieve their potential.

Policy Statement

- ❖ As an employer and provider of services we will not unlawfully discriminate on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on the grounds of Welsh language.
- ❖ All pupils, their parents and guardians, volunteers, staff and school governors are valued and will be treated with dignity and respect. We will not tolerate any form of discrimination, harassment or victimisation.
- ❖ We recognise that our diverse communities have much in common including a desire to live in peace and security together; to have a decent standard of living and a fair share of resources; to have equal chances in life and enjoy good health.
- ❖ We are committed to celebrating all that is good about Wrexham, the richness of its Welsh heritage, cultural traditions, beliefs, distinctive neighbourhoods and the energy, character and diversity of its people.
- ❖ We will work across our school community to ensure our commitment to equality and fairness is shared and take steps to ensure that our school is accessible, welcoming and inclusive.
- ❖ We will gather and use a range of equality and diversity data and information to help us monitor this policy and help us to continually improve.
- ❖ We will carry out equality impact assessments and engage a wide variety of people to ensure that we understand the different ways that different people could be affected by our decisions and proposed policies.

Responsibilities

- ❖ Everyone has a role to play in meeting the aims of this policy statement; however some people have additional roles and responsibilities.

Leadership and Management Commitment

- ❖ School governors and management of the school will work with all its stakeholders and partners to be proactive in promoting equal opportunities, fostering good relations and in tackling unlawful discrimination. They will encourage support and enable all pupils and staff from all protected characteristics to reach the highest standards possible.

School Governors

- ❖ School governors are responsible for ensuring that the school complies with equality and human rights laws including meeting the public sector equality duties.
- ❖ With assistance from the Head teacher, school governors will ensure that our Equality and Diversity Policy is implemented and respected by everyone associated with our school.
- ❖ Governors will receive periodic updates on the effectiveness of our Equality and Diversity Policy and the progress we are making against the objectives set out in our Strategic Equality Plan.

Head teacher

- ❖ The Head teacher has specific responsibilities this includes ensuring that staff and Governors understand the aims and objectives of our Equality and Diversity Policy and Strategic Equality Plan, and their roles and responsibilities in improving equality outcomes for people across the whole school community.
- ❖ The Head teacher will ensure that
 - This Strategic Equality Plan is readily available along with copies of other relevant policies and procedures including those for Anti-bullying and Dignity at Work
 - Staff and Governors understand those key policies and receive equality and diversity training
 - Children, young people and adults within our school community are confident to report identity based bullying, community tensions and hate crimes
 - That children and young people from different backgrounds are confident to mix together
 - That staff have access to appropriate diversity training to develop skills to enable them to work in accordance with the values set out in this statement

Teaching and non-teaching staff

- ❖ Everyone in our school has their role to play in delivering our Strategic Equality Plan and ensuring our school is a fair, cohesive and inclusive environment where people can achieve their potential. All staff are required to
 - Ensure that all pupils, colleagues and school visitors are treated fairly, with respect and dignity

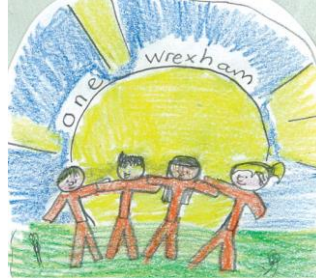
- Support pupils to learn about equality and diversity
- Challenge negative stereotyping and record any form of identity based bullying or harassment in accordance with the schools procedures

Raising a Concern

- ❖ Any person that feels the the school has not behaved in accordance with this policy statement can raise a concern with the Head teacher. Communication support will be made available as appropriate.

6. One Wrexham Charter of Belonging to Wrexham for Children and Young People

We have adopted the One Wrexham Charter of Belonging to Wrexham for Children and Young People – these are our promises.



We, the children and young people who live and learn in Wrexham:

- Promise to be welcoming to everybody who wants to be part of our community whether they are new to Wrexham or have lived here for a long time.
- Promise to remember Wrexham's history and build on this for our future.
- Promise to play our part in treating each other with respect, being respectful towards one another and in treating other people as we would like to be treated ourselves
- Promise to stand up for what is right and to stand against anger, hatred, prejudice and discrimination,
- Promise to be kind to people who come to Wrexham to live, especially people who come to look for peace or for somewhere to be safe and to learn about people's different languages, religions and cultures so that we can understand them better.
- Promise to look after the environment in Wrexham and take pride in our schools and the places where we live.
- Promise to work together to build bridges of friendship and make Wrexham a happy place for everybody.

7. Further Information and Contacts

The following documents explain more about our equality objectives and how schools in Wrexham are responding to the Equality Act 2010.

- North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.
- Developing Regional Equality Objectives - summary of the regional engagement event held in September 2011.
- Equality and Human Rights Commission Report “How Fair is Wales”
- Wrexham County Borough Council Strategic Equality Plan 2012 – 2016
- How Fair is Wrexham – summary of the public engagement event held in November 2011.
- The Equality Act 2010 – Guidance for Schools (Wrexham County Borough Council)
- Equality Act 2010 – Summary action plan for schools (attached