Working together

for a fairer school

St David's Church in Wales

Strategic Equality Plan 2025 – 2029

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for example: a larger font; on different colour paper

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Working together for a fairer future school

Name of School's

Strategic Equality Plan 2025 – 2029

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Introduction

We are proud to introduce our school's Strategic Equality Plan for 2025–2029 'Working together for a fairer school', aligned with the Vale of Glamorgan Council's Corporate Plan, 'Vale 2030 Strong Communities with a Bright Future' and its Corporate Strategic Equality Plan 'Working together for a fairer future'.

Our Strategic Equality Plan outlines our commitment to equality over the next four years, reflecting the diverse needs, aspirations, and concerns of our school community. We promote inclusion for all protected groups under the Equality Act 2010, including embracing differences in ethnicity, sex, sexual orientation, religion, age, ability, and gender identity as well as socio-economic background. We aim to deliver a curriculum that creates a sense of belonging by being actively inclusive and supports pupil wellbeing. We proactively address bullying and discriminatory incidents, nurturing a culture of kindness and inclusion.

We are an ambitious, forward-thinking school, and with the support of pupils, families, staff, governors, and the wider community, we will continue working together for a fairer future.

Wendy Gordon	**Beccie Morteo**
Chair of Governing Body	**Headteacher**

Purpose of the Strategic Equality Plan

The Equality Act 2010 makes clear that discrimination is not acceptable in society. This Strategic Equality Plan outlines how our school meets its legal duties under the Act, including the Public Sector Equality Duty and the specific duties for Wales.

The Public Sector Equality Duty applies to nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

As a public authority, the school must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- foster good relations between people who share a relevant protected characteristic and those who do not.

This includes:

- Reducing disadvantages linked to protected characteristics.
- Meeting different needs of protected groups.
- Promoting participation in school life where underrepresentation exists.

Specific duties help schools demonstrate compliance with the general duty through:

- School development or improvement plans
- Equality objectives
- Professional learning
- Stakeholder engagement
- Annual reporting and impact assessments
- Publishing equality data
- Accessibility strategies

Plan priorities are developed in partnership with:

- Pupils and the School Council
- Parents and carers
- School staff
- Governing Body
- Local Authority

  Our Plan aligns with the Vale of Glamorgan Council's Strategic Equality Plan 2025–2029 ' Working Together for a Fairer Future' which includes census and economic data.

  Socio-economic Duty

  Effective from 31 March 2021, the Socio-economic Duty supports fairer decision-making and aims to reduce poverty. Whilst the duty does not apply to schools, our Plan includes measures to address socio-economic disadvantage.

  Welsh Language

  The Council's Welsh Language Promotion Strategy 2022 - 2027 and Welsh in Education Strategic Plan (WESP) 2022-32 set out actions to support Welsh speakers. We will consider how proposals may affect Welsh speakers, including where protected characteristics intersect.

Vision and values

"Hand in hand, together we can… / Llaw yn llaw, fe allwn gyda'n gilydd"

At St David's Church in Wales Primary School, we are committed to providing a safe, inclusive, and equitable learning environment where all learners are respected, supported, and enabled to thrive — regardless of their background, identity, or personal circumstances. Our school community reflects the core Christian values of compassion, dignity, respect, and justice, alongside a deep commitment to the rights of the child and the Equality Act 2010.

Our motto, *"Hand in hand, together we can…"* reflects the belief that strong relationships between children, families, staff, governors, and the wider community are key to every child's success. It also reflects our belief that education is a shared, inclusive journey — guided by our Christian foundation and rooted in the principles of equity, belonging, and shared responsibility.

We ensure our curriculum reflects the Four Purposes of the Curriculum for Wales and actively promotes equality and diversity, in line with the Public Sector Equality Duty (PSED). These aims support learners to become:

- Ambitious, capable learners who access high-quality, inclusive education
- Enterprising, creative contributors who value different perspectives and identities
- Ethical, informed citizens who challenge injustice and promote equity
- Healthy, confident individuals who develop a strong sense of self and belonging

Our Commitments to Equality and Inclusion

1. Inclusive and Nurturing

Hand in hand, together we can…

- Foster a safe and nurturing learning environment where diversity is celebrated and learners feel valued for who they are
- Promote understanding, respect and tolerance of all protected characteristics, including race, disability, religion or belief, sex, sexual orientation, gender identity, and socio-economic background
- Challenge all forms of discrimination, bias and stereotyping, embedding anti-racism, disability inclusion, and LGBTQ+ awareness into our teaching and practice
- Build strong relationships with families and communities, including those from underrepresented or marginalised backgrounds
- Ensure barriers to learning are removed through personalised support, accessibility, and inclusive pedagogy

2. Guiding and Motivating

Hand in hand, together we can…

- Design a curriculum that reflects learners' identities, cultures and lived experiences, supporting a sense of cynefin and belonging
- Develop pupils' emotional intelligence, resilience, and mental well-being through trauma-informed and relational approaches
- Celebrate learners' achievements in all aspects of school life, including academic progress, personal growth, and contribution to the community
- Build positive relationships based on mutual respect and dignity
- Promote sustainability, healthy lifestyles, and global responsibility as part of ethical citizenship

3. Exploring and Reflecting

Hand in hand, together we can…

- Embed critical thinking and ethical reasoning, enabling pupils to explore challenging concepts in a respectful and inclusive way
- Provide opportunities for pupils to explore spiritual development, including through collective worship and reflection
- Support learners to reflect on their actions, their impact on others, and their place in society
- Create a culture where learners are empowered to question inequality, speak up for others, and help shape school improvement
- Use diverse and authentic resources, including representation of different ethnicities, faiths, genders, family structures and abilities

Our Legal and Moral Responsibilities

As a Church in Wales school, we uphold our statutory duties under:

- The Equality Act 2010
- The Additional Learning Needs and Education Tribunal (Wales) Act 2018
- The Well-being of Future Generations (Wales) Act 2015
- The Curriculum for Wales framework (2022)

We also take note of the Church in Wales dignity charter.

We monitor progress towards our equality objectives through pupil voice, family feedback, curriculum audits and staff development. We are committed to continuous reflection and improvement to ensure that every child at St David's is safe, seen, and supported to reach their full potential.

Context

Promoting equality, diversity, and inclusion for all

At St David's, we are proud to serve the rural community of Colwinston as an inclusive Church in Wales school where everyone is respected, valued, and supported. Our Christian ethos underpins a culture of compassion, equity, and belonging. We are committed to promoting the rights of every child, tackling discrimination, and fostering a school environment free from prejudice and bias.

Founded in 1970 through the amalgamation of three parish schools, St David's has grown to reflect the changing needs and diversity of our community. In 2021, we moved into a new, purpose-built 21st Century School building to better meet the needs of all learners in a modern and inclusive environment.

We actively promote equality of opportunity and eliminate barriers to participation and achievement for all pupils.

Our school is committed to developing:

- Ambitious, capable learners who achieve their potential and feel empowered to succeed;
- Enterprising, creative contributors who are confident, resilient, and engaged in life and work;
- Ethical, informed citizens who understand their rights and responsibilities in a diverse society;
- Healthy, confident individuals who are ready to lead fulfilling lives and celebrate who they are.

We work in partnership with families, governors, and the wider community to ensure that everyone feels safe, included, and respected at St David's.

To learn more about our inclusive values and educational approach, please visit our school website and view our prospectus.

The world is changing rapidly and the context for this Plan similarly changes regularly. What remains the same is the need for our school to engage with the community, to collaborate with our partners and to embrace change. We must consider the diverse needs of the population whether that be due to their protected characteristics, financial circumstances, or one of the many other reasons that can affect what support our school community needs.

Since we agreed the last Strategic Equality Plan in 2020, there have been changes that have impacted upon our pupils' lives including Covid and the cost-of-living crisis. The Welsh Government has published several plans such as the Anti-racist Wales Action Plan, the LGBTQ+ Action Plan for Wales and the Draft Disabled People's Rights Plan. There is some reflection of these priorities in this Plan.

Equality Objectives – what we have done

At St David's, we are committed to creating a learning environment where every pupil feels safe, valued, and celebrated, regardless of background, identity, or need. Our

approach is shaped by the Equality Act 2010, the Well-being of Future Generations (Wales) Act, and the Welsh Government's *Rights, Respect, Equality* framework.

Key actions we are taking include:

- Anti-Racist Practice
  We are part of the Vale of Glamorgan Anti-Racist Research Group, led by Martine Booker Southard (Learning Links Manager). All staff have received training on developing anti-racist schools, and senior leaders have undertaken further DARPL (Diversity and Anti-Racist Professional Learning) training. Our curriculum is evolving to reflect anti-racist principles and represent diverse histories, voices, and contributions.

- School of Sanctuary
  We are actively working towards becoming a School of Sanctuary. Senior staff are trained and engaged in the Church in Wales network, ensuring we promote understanding, welcome and inclusion for refugee and asylum-seeking learners and their families.

- LGBTQ+ Inclusion
  Our curriculum, including dedicated Relationships and Sexuality Education (RSE) units, promotes LGBTQ+ equality, helping pupils understand and respect diversity in gender identity and family structures.

- Disability and Additional Learning Needs (ALN)
  We identify and support the needs of disabled children through close collaboration with families, regular assessment, and multi-agency working. Personalised plans promote inclusion and accessibility. Our 21st Century school building further enables us to meet a range of physical and sensory needs effectively.

- Welsh Language and Culture
  We are working towards our Bronze Siarter Iaith Award and actively promote the use of the Welsh language throughout the school, helping to foster a strong sense of identity, belonging and cultural pride.

Strategic Equality Objectives – what we will do

Building on the work that we have already begun, the following two objectives will help us to make further progress in creating a fair and inclusive environment for our school community:

1. **To create a fair school to learn and work**
2. **To give everyone a fairer opportunity for a good start in life**

To support these objectives, we aim to complete the following actions.

<u>Strategic Equality Objective 1: To create a fair school to learn and work</u>

What we will do – our actions

- Work with the Council to adopt best practice in inclusive recruitment.
- Continue to promote opportunities to use the Welsh language in the school community.

- Quality teaching and learning which is inclusive and accessible.
- Ensure school leadership group representation reflects diversity (protected characteristics and socio-economic background)
- Deliver equality, diversity, and disability professional learning for all staff and signpost governors to appropriate training.
- Strengthen the role of the Governing Body Equality and Diversity Champion
- Communicate with families in plain, easy to understand language, including home languages.
- Engage disabled pupils and staff in the development of provision through a rights-based approach.
- Undertake our reasonable adjustments duty by taking positive steps to ensure that disabled pupils can fully participate in the education provided by the school, and that they can enjoy the other benefits, facilities, and services that the school provides for pupils.
- Collect and analyse data on bullying/identity-based incidents; refine response strategies.
- Address bullying based on gender identity including recording and reporting incidents.
- Support LGBTQ+ pupils and deal with bullying/identity-based incidents Embed diversity, equity, and inclusion throughout the curriculum.
- Ensure that individual development plans (IDPs) are in place, monitored and kept under review, for pupils with an identified Additional Learning Need.
- Ensure Violence against women, domestic abuse, and sexual violence (VAWDASV) training is offered to all staff through idev.
- Actively support and contribute to the Multi-Agency Risk Assessment Conference (MARAC) Domestic Violence board to ensure victims of domestic violence and their children are supported and protected by statutory partners.

<u>Strategic Equality Objective 2: To give everyone a fairer opportunity for a good start in life</u>

What we will do – our actions

- Monitor and if necessary improve attainment and attendance of pupils eligible for free school meals (eFSM).

- Collect and analyse attendance data for all pupils, identifying any differential gaps between vulnerable groups and work towards minimising these to ensure equity-focused outcomes.
- Collect and analyse data for incidents resulting in fixed term exclusions and or permanent exclusions to evidence areas of increased concerns and seek suitable multi-agency support and advice.
- Minimise exclusion rates for pupils with protected characteristics and those with socio-economic disadvantage by implementing prevention and support strategies.
- Become a School of Sanctuary
- Continue to become more actively anti racist through professional learning using the Anti-racist Wales Action Plan.
- Continue to develop and implement actively inclusive policies (e.g. Anti-Racism, Care Experienced Children)
- Raise awareness of climate change.

Monitoring Progress & Publishing Results

Our School will continue to check on progress towards meeting our equality objectives and report on this each year to the Governing Body in our annual equality monitoring report. This report will be published on our website and includes milestones and an assessment of the effectiveness of the steps we are taking to meet our equality objectives.

For More Information

Visit our website stdavidscwprimaryschool.co.uk

If you have a query, please contact us:

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Useful Links

Additional Learning Needs Code

Anti-racist Wales Action Plan

Draft Disabled People's Rights Plan

Equality Act 2010

LGBTQ+ Action Plan for Wales

Public Sector Equality Duty and the specific duties for Wales

Refugee and asylum seeker plan

School of Sanctuary

Socio-economic Duty

Violence against women, domestic abuse, and sexual violence

Well-being of Future Generations Act

Welsh Language Promotion Strategy 2022 - 2027

Youth Engagement and Progression Framework