Working together for a fairer school

All Saints C/W Primary School

Strategic Equality Plan 2025 – 2029

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Working together for a fairer future school

All Saints C/W Primary School

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.

Name: Mrs Sian Evans	**Name: Mr Aled Williams**
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

"**As many hands build a house, so many hearts make a school.**"

At All Saints Church in Wales Primary School, our Christian vision and values shape everything we do. We aim to provide a safe, nurturing and inclusive environment in which every child is known, valued and able to flourish academically, spiritually and personally as a confident, happy citizen.

- Christ is our foundation; we encourage children to live and learn as members of a caring Christian community.
- Every person has equal worth and the opportunity to grow and reach their God-given potential at school, at home, in the parish and in the wider community.
- Staff, governors and parents work in partnership to provide rich learning experiences that develop the whole person.
- We seek knowledge alongside faith and spiritual growth, recognising that learning is also a journey of character and wisdom.
- We celebrate achievement, practise forgiveness and affirm that every person is made in the image of God.

We hold fast to our Christian values and strive for a happy, stimulating environment where every pupil feels part of our school family.

Our values are consistent with the 7 well-being goals for Wales identified in the Well-being of Future Generations Act. Our equality priorities consider this Act and will help us to contribute to the Welsh Government's wellbeing goals, including creating a more equal Wales.

Context

Statement from the Chair of Governors and the Headteacher:

As a voluntary aided Church in Wales school, we are rooted in a distinctive Christian vision and committed to an inclusive, nurturing community where every child is known, valued and able to flourish. Guided by our motto, "As many hands build a house, so many hearts make a school," we work in partnership with families, the Benefice of Barry and the wider community to ensure high standards, strong wellbeing and a culture of dignity and respect for all.

Our Strategic Equality Plan aligns with the Vale of Glamorgan Council's priorities and the Well-being of Future Generations Act so that our policies, curriculum and daily practice actively promote equity, celebrate diversity and remove barriers to participation and achievement.

Signed: *Mrs S. Evans, Chair of Governors, and Mr A. R. Williams, Headteacher.*

School background and contextual information

All Saints Church in Wales Primary School is a voluntary aided, co-educational, English-medium school for pupils aged 3–11. The school (built in 1986) is single-storey with a central hall and two teaching wings; it has a stimulating playground, a large rear field, and close links with All Saints Church. Our Christian ethos underpins a broad and balanced curriculum aligned to the Curriculum for Wales and the four purposes; we promote “Christian Values for Life” and work in partnership with parents and the parish to develop the whole child—academically, spiritually and personally.

We are an inclusive school. Our ALN arrangements ensure appropriate provision for learners with additional needs, and our assessment and progression approaches identify both support and challenge. We also deploy the Pupil Development Grant to improve outcomes for learners eligible for free school meals and for children looked after. We value close partnership with families and the wider community, including an active PTA, rich extra-curricular opportunities and regular worship in school and at All Saints Church.

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

We have strengthened an actively anti-racist culture through sustained professional learning and inquiry. Senior leaders and staff have completed DARPL learning and

joined the DARPL Advocacy Network (DAN) with partner schools, sharing mini action-research projects at INSET. This includes a whole-staff presentation on the impact of pupil voice on learner self-worth, and the Red to Racism group's child-speak anti-racism posters—now requested by the Vale of Glamorgan. Our Anti-Racism Policy sets clear commitments (e.g., recognising and addressing microaggressions and intersectionality), prevention through curriculum and training, and a step-by-step procedure for investigating, reconciling and recording racist incidents (with LA reporting).

Our Relationships & Positive Behaviour Policy embeds restorative practice, requires identity-based incidents to be logged on MyConcern, and is scrutinised through SLT/governor monitoring of behaviour and exclusions.

Belonging is central to our work. We have been awarded School of Sanctuary status, recognising rigorous staff training, curriculum work, pupil leadership and community engagement. We also achieved the Young Carers in Schools – Basics award for robust identification and support systems.

To protect and empower pupils from the global majority and LGBTQ+ pupils, our Equality & Diversity Policy provides clear guidance on confidentiality and information-sharing, and our Anti-Bullying Policy sets out how prejudice-related incidents are identified, recorded and addressed.

We identify and respond to disabled pupils' educational needs through evidence-informed assessment arrangements that quickly flag the need for support and/or challenge, with next steps planned and reviewed collaboratively. Provision is coordinated by the ALNCo (Mrs E. Evans), with structured processes for raising concerns, recording incidents on MyConcern and reviewing impact; restorative approaches and ELSA/emotional support enable full participation in school life.

We have broadened opportunities to use Welsh across the community. Criw Cymraeg and the School Senedd lead everyday Cymraeg initiatives (greetings, games, assemblies, signage and celebrations such as the Eisteddfod). We have achieved Siarter Iaith – Bronze Level Accreditation and are working towards Siarter

Iaith – Silver Level Accreditation; feedback from Bronze has already led to enhanced Welsh games and playground leadership. We also weave incidental Welsh through daily routines and curriculum experiences.

In summary: our policies, professional learning and pupil-led workstreams now operate as a coherent system—restorative, evidence-informed and rights-based—so that equality, diversity and inclusion are lived experiences in classrooms and across our community.

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.

Strategic Equality Objective 1: To create a fair school to learn and work

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 council representation reflects diversity (protected characteristics and socio-economic background)
- Deliver equality, diversity, and disability professional learning for all staff and governors.
- 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.
- Deliver Violence against women, domestic abuse, and sexual violence (VAWDASV) training.
- 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.
- Collaborate with partners to ensure all learners from Year 11 onwards have a ‘destination’ when leaving statutory school age.
- Improve opportunities for disabled people to access apprenticeships.
- Improve opportunities for people from the global majority to access apprenticeships.

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

What we will do – our actions

- 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: www.allsaintspsbarry.co.uk

If you have a query, please contact us: office@allsaintspsbarry.co.uk or 01446 745726

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