



**YSGOL
AFON WEN**

STRATEGIC EQUALITIES PLAN 2024-2026

Ratified by Governors	16 th October 2025
Signed Chair of Governors	
Headteacher	Mrs Claire Crockett
Review Date	Autumn 2026



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AFON WEN



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1. OUR SCHOOL

Our school is a large 3-16 school with 1184 pupils.

Pupils are from a range of ethnic backgrounds with 6.6% of our pupils being from Black or Minority Ethnic (BME) Backgrounds. That said, our largest ethnic group overall is White British of which there are 961 pupils. The remainder of our pupil cohorts are composed of a range of over 8 different ethnicities and nationalities.

We have pupils with a wide variety of Additional Learning Needs and Medical Needs which are detailed in our Learning Directories. We aim to be fully inclusive of all pupils.

We are aware that there are pupils in every class who will grow up to be part of the LGBTQ+ community, however we do not monitor this.

The school values everyone equally: their faiths, cultures, communities and languages.



1. AIMS

We recognise and celebrate the fact that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are prepared to live in such a society. The purpose of our Strategic Equality Plan (SEP) is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies.

Through the equality improvement actions and strategically planned tasks detailed in this document, we aim to:

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



2. OUR STRATEGIC EQUALITY OBJECTIVES

We have based our Strategic Equality Objectives on local, regional and national priorities within Education as well as feedback from engagement with our school community and our own school data. These actions are set out in Section Ten.

Our chosen Strategic Equality Objectives are

1. To create a strategic equality working group in order to plan, implement and monitor our work in this area
2. To design a whole school curriculum (CFW) where cross cutting themes are a central focus and teaching and learning opportunities develop pupil understanding of representation, diversity and authentic real world social contexts.
3. To provide all staff with professional learning about the principles and practice of equality, diversity and anti-discrimination
4. To audit staff and students on their understanding of the protected characteristics in order to plan future actions, training and provision for the Ysgol Afon Wen community
5. To further develop Learner voice activity to include creation of Diversity group
6. To engage with the work of DARPL and to provide professional learning for Governing body

We have strategically planned tasks to enable us to meet these objectives. They are listed in Section Ten of this Strategic Equality Plan (Action Plan). They cover all relevant protected characteristics. They describe how we are taking action to fulfil both the general and specific duties.



3. SCOPE

The policy applies to all full time, part time, job share, permanent, temporary and supply staff. It applies to all pupils, parents, service users and visitors to the school in line with Equality legislation and the school's legal responsibilities to promote equality in employment, education and access to services.

4. EQUALITIES SUMMARY STATEMENT

At Ysgol Afon Wen we aim to provide a happy, caring environment in which all children can feel confident and able to learn. We seek to foster an environment of mutual respect and support between all staff, pupils, parents and carers and the wider community.

In line with PSED guidance, our school is committed to eliminating any unlawful discrimination on grounds of Race, Gender, Transgender, Religion or Belief, Disability or Sexual Orientation, Pregnancy or Maternity Marriage or Civil Partnership by creating an environment where every individual, regardless of ability or background, is able to participate and is valued fully as a member of the school community. Being opposed to all forms of discrimination and prejudice we promote a positive attitude towards differences and expect respect for people of all backgrounds. This is highlighted in our whole school rules, with our first rule being: "We respect everyone and everything".

Stereotyped ways of thinking are the result of ignorance and may result in low self-esteem and limited aspirations. The school values and encourages involvement of people from all sections of the local community and through this involvement aims to provide positive images, which challenge stereotyped thinking.

Any language or behaviour which is racist, sexist, homophobic, disablist or potentially damaging to any group will not be tolerated and will be challenged and monitored. Information derived from monitoring will be used to plan whole-school strategies to combat incidents. Information on identity based incidents and bullying will be shared regularly with the LA to help actions to combat hate crime.



5. RESPONSIBILITIES

Leadership and Management

5.1 Commitment

The Governing Body and management of the school will work with all its 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.

5.2 Headteacher

The Headteacher is responsible for:

- Making sure the Equality Policy is readily available, along with related policies, eg “Anti-Bullying Policy”, and that governors, staff, pupils, parents and guardians know about it.
- Making sure the policy and its procedures are followed.
- Producing regular information for staff and governors about how the policy is working, and providing training for them on the policy if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of harassment and discrimination.
- Making sure the Equality Policy is regularly monitored and reviewed.

5.3 The named person with responsibility for dealing with reported incidents of unlawful discrimination is Ms S Brewer, Deputy Headteacher. Staff and pupils are aware of who the named person is. The named person ensures that all reported incidents are recorded in the Equality Incident and Monitoring Database, analysed within the school and sent to the LA termly.

5.4 The Equal Opportunities Co-ordinator is Mrs R Stephens Assistant Headteacher. The Equal Opportunities Co-ordinator ensures that the school regularly reviews and evaluates all policies and practices in relation to Equal Opportunities, leading to the setting of targets which address aspects of inequality or disadvantage in all of the school’s activities.



5.5 All staff are responsible for:

- Reporting and dealing with incidents of unlawful discrimination and bullying
- Being able to recognise and tackle bias and stereotyping
- Promoting equality and good relations between all groups
- Keeping up to date with the law on discrimination, and taking up training opportunities
- Reviewing and evaluating curriculum design in line with the cross cutting themes of representation and diversity.
- Creating a curriculum where lesson content is fully inclusive and representative of all protected characteristics and a sense of cynefin for all pupils

6. INFORMATION GATHERING AND ENGAGEMENT

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. The information also subsequently helps us to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate impact assessments and identify which of the school's aims have been achieved and what we need to do better.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible. The reason that this progress is important is to understand the full range of needs of the school community.



7. PUBLICATION AND REPORTING

The school publishes the Strategic Equality Plan on our website and it is available to parents throughout the year. It is available in large print and other formats on request. The school prospectus includes a reference to the Strategic Equality Plan and the values underpinning it

8. MONITOR AND REVIEW

We will revisit and analyse the information and data used to identify priorities for the Strategic Equality Plan (e.g. achievement data, engagement with stakeholders).

We will use Equality Impact Assessments to ensure that actions taken have a positive impact across all protected characteristics, that the promotion of equality is at the heart of school planning and that discrimination is being eliminated effectively.

Based on the above, we will review the Plan and republish necessary, but not less than annually with a full review not less than four yearly.



9. STRATEGIC EQUALITY ACTION PLAN

OBJECTIVE 1:

To create a strategic equality working group in order to plan, implement and monitor our work in this area

Actions:

- Communication to all staff looking for expressions of interest to work as part of a strategic equalities group which will meet termly to plan, implement and evaluate strategic priorities for Ysgol Afon Wen in this aspect of its work
- The terms of reference for this group will be determined in Spring 2025
- The work of this group will be underpinned by a single strategic equalities plan
- The work of this group will be shared with all stakeholders through normal school communication channels
- The group will consider how pupil and student voice can be effectively heard either directly as part of this group or other mechanism
- To robustly evaluate its progress against priorities
- In first instance SBR to chair this group

Lead Person(s) Involved: SBR /CHS/KCR/EKI/RAS/KWR

Time Scale: SPRING 2025 -Summer 2026

OBJECTIVE 2:

To design a whole school curriculum (CFW) where cross cutting themes are a central focus and teaching and learning opportunities develop pupil understanding of representation, diversity and authentic real world social contexts.

Actions:

- To support staff in their understanding of the cross cutting themes (particularly representation and diversity) and provide professional learning opportunities and coaching sessions to enable for development of themes within each subject area and within each AOLE
- To collate a whole school approach to planning and curriculum design where cross cutting themes are mapped, collated and reflected upon at regular intervals
- To facilitate shared planning opportunities within AOLE, department and whole school teams where diversity and representation is the focus
- To appoint CCT theme coordinators who will coach and support HODs in the realisation of an anti racist curriculum where diversity and representation are prevalent.
- Following a process of enquiry to amend the Health and Wellbeing and Pastoral SOW accordingly.

OBJECTIVE 3:

To provide staff with training about the principles and practice of equality, diversity and anti-discrimination

Actions:

- To plan and facilitate INSET where the focus is on inclusion, representation and diversity to utilise external professionals where appropriate



- To plan and facilitate AOLE planning days where cross cutting themes are explored and reflected up on in line with curriculum design
- To continue to write and facilitate Internal CPD sessions with a focus on inclusion and diversity
- To explore linking with partner RCT schools to undertake some shared PL focusing on Diversity and anti Racism.

OBJECTIVE 4:

To audit staff and students on their understanding of the protected characteristics in order to plan future actions, training and provision for the Ysgol Afon Wen community

Actions:

- All staff to be audited, on their confidence regarding equality and diversity and their understanding of the protected characteristics. A follow-up survey to be undertaken in the summer term
- All pupils/students to be surveyed on their understanding and experiences of equality and diversity and their perception of the school's effectiveness and provision in these areas of its provision
- Results of surveys to be used for school improvement planning and to ensure focus for Strategic equalities planning for 2025/2026.
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Objective5:

To further develop Learner voice activity to include creation of Diversity group

- To consult with existing Learner voice groups and pupils in school to further develop a diversity group where diversity, representation and anti racist approaches are discussed.