

# YGG Cwmllynfell

## Strategic Equality Plan 2018 – 2020 Equality Objectives and Action Plan

### **Equality Objective 1.**

**To improve access to information for pupils, parents and staff.**

#### **Our Research:**

Research indicates that although we provide a wealth of information to parents via our school website, Twitter and Facebook and regularly inform parents through pupil post or texting service, this information is inconsistent and sometimes non-inclusive e.g. some information such as policies and large documents are published on website only and parents are unaware that they can access policies and documents by request via school office. Also some information to parents is only provided via text and/or website. This excludes groups of parents who cannot access information electronically. Pupils are not always fully aware of school events involving them on a week to week basis until the last minute. Non-teaching and support staff are also sometimes excluded from vital pieces of information because they are not requested to attend staff meetings.

#### **Information from Engagement:**

##### **Improvements suggested by stakeholders**

Any information that is to be communicated to parents should be distributed in at least two different formats. Where it is difficult or impossible to provide each parent with individual copies of larger pieces of information e.g. updated policies, full governor reports to parents and updated prospectus, a covering letter should be provided to inform parents that they can access a paper version of this information via the school office.

Weekly and termly calendars could be shared with all pupils and information to be disseminated during morning assemblies.

All members of staff, including cleaning and catering staff need to receive weekly and termly calendars, and all matters discussed in staff meetings need to be shared with supports staff via minutes and/ or information sheets.

#### **Data Development:**

No data required.

**This objective will be judged to be successful if...**

- Parents/ carers and governors have increased knowledge and understanding of school policies, short/ long term plans, day to day events etc.
- All parents/ carers receive information by at least one method of communication.
- Parents, pupils and staff feel more effectively and wholly informed and included.

**Actions:**

	Description	Responsibility	Start date	End date
1.1	Letter sent to all parents to inform them of the type of documentation that they can access via school website and/ or by request via school clerk. Self-evaluation questionnaires sent out to parents. These will include an opportunity for parents to express opinions on how well-informed they feel about school activities.	Senior Management Team School website managers school Clerk	Summer Term 2018	Autumn Term 2018
1.2	Copies of weekly calendars to be dispersed amongst pupils throughout school, including events relevant to them and weekly/ termly events also shared with pupils during daily assemblies. Weekly calendars should be a main feature on the C-Touch in the hall throughout the week so that pupils and all staff know what events will be happening during the course of the week.	All staff	Summer Term 2018	Spring Term 2020
1.3	All members of staff to receive weekly and termly calendars and copies of minutes from staff meetings. More effective use of HWB should be made in an effort to share information with the relevant groups of people.	Lynne Brier	Summer Term 2018	Spring Term 2020

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## Strategic Equality Plan 2018 – 2020 Equality Objectives and Action Plan

### **Equality Objective 2.**

**To raise awareness of equality and diversity issues among pupils, staff and governors.**

#### **Our Research:**

Research through discussion showed us that older pupils felt that their awareness of some equality and diversity issues was quite good on the whole, considering their RE curriculum and participation in projects such as Show Racism The Red Card etc. Pupils also felt that bullying issues were dealt with quickly and effectively on the whole.

Some pupils felt that they were excluded from after school activities because they had to go straight home on the school bus or to childcare arrangements. The School Council discussed the possibility of some clubs being held during lunchtime rather than after school.

Some pupils felt that their peers who displayed poor behaviour were rewarded more readily than those who displayed good behaviour at all times. However they felt that this had improved in recent years with the introduction of an annual prize giving ceremony, attendance certificates and the on-going weekly Seren yr Wythnos and Cymraeg Cŵl presentations.

#### **Information from Engagement:**

##### **Improvements suggested by stakeholders**

R.E Scheme of work and whole school assemblies to include more emphasis on equality and diversity issues.

#### **Data Development:**

No data required but portfolio of opportunities to learn about equality and diversity could be kept e.g examples of lesson plans, assemblies, photographic evidence and pupils' work etc.

**This objective will be judged to be successful if...**

- Staff plan more effectively for special festivals e.g. Chinese New Year, Diwali etc.
- Staff awareness on equality and diversity issues is raised
- Pupils have increased knowledge and understanding of equality and diversity.
- Governors have increased knowledge and understanding of what the school is doing to raise awareness of equality and diversity.

**Actions:**

	<b>Description</b>	<b>Responsibility</b>	<b>Start date</b>	<b>End date</b>
1.1	R.E Scheme of work is revised with greater emphasis on equality and diversity. Two year plan built into the PSE programme.	Lynne Brier with support of staff and LA	Summer Term 2018	Spring Term 2020
1.2	Termly class assemblies to be planned to raise awareness of equality and celebrate diversity. Whole school to contribute to Black History Month activities. Parents and governors to be invited to special assemblies.	All staff	Summer Term 2018	Spring Term 2020
1.3	Annual Governor training to be held on equality and diversity in Ysgol Cwmllynfell	Lynne Brier	Autumn Term 2018	Spring Term 2020

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## Strategic Equality Plan 2018 – 2020 Equality Objectives and Action Plan

### **Equality Objective 3.**

**To implement Welsh Government Bullying Guidance: “Respecting Others,” and any other relevant guidance in an effort to avoid identity-based bullying in our school.**

#### **Our Research:**

Research by means of discussions with pupils, pupil questionnaires and parent questionnaires strongly suggest that pupils feel safe in school and are happy to attend school. Pupils and parents both feel that the school acts quickly to deal with any matters that may develop into issues of bullying. The school has an up-to-date anti bullying policy which is available at present to all parents on the school website. Parents are also able to request a paper copy from the office. Bullying is discussed very openly with pupils during P.S.E lessons, circle time and morning assemblies.

However, bullying is an issue that is taken seriously and it is vital that we continue to realise and recognise the importance of keeping up-to-date with new guidance on bullying and ensure that all staff, parents and pupils have access to guidance. We therefore aim to implement Welsh Government Bullying Guidance: “Respecting Others,” throughout the school. This will help us to avoid any future incidents of identity-based bullying in our school.

#### **Information from Engagement:**

All members of the school community will have an increased knowledge and understanding of what is bullying and what is not bullying.

All members of school community will have an increased knowledge and understanding of identity-based bullying.

The possibility of future incidents of bullying will be greatly reduced.

#### **Data Development:**

Data collected on reports of incidents of bullying within the school.

**This objective will be judged to be successful if...**

- There continues to be a low to zero level of reports of identity-based bullying within the school / or reports are reduced.
- There is evidence to demonstrate improvement in pupil, parent and staff understanding of identity-based bullying and other types of bullying.

**Actions:**

	<b>Description</b>	<b>Responsibility</b>	<b>Start date</b>	<b>End date</b>
1.1	Familiarise ourselves with W.A guidelines on bullying, as well as any information that comes from ESTYN, ERW etc.	All staff	Summer 2018	Spring 2020
1.2	Important information shared with all stakeholders. Governors to be informed on incidents of actual or alleged bullying on a termly basis. Regular assemblies on bullying and different types of bullying.	L.Brier	Summer 2018	Ongoing as new pupils begin
1.3	Continue to discuss the topic of bullying and different types of bullying with pupils on a regular basis and in an open and honest manner. Invite different groups of people into school to speak to pupils e.g. Show Racism the Red Card. Raised pupils and parent awareness of cyber-bullying.	All staff	Summer 2018	Ongoing until Spring 2020

