



PENTREBANE PRIMARY SCHOOL STRATEGIC EQUALITY PLAN POLICY STATEMENT

(MARCH 2024)



Section 1: Our School:

VISION:

The vision of all at Pentrebane Primary School is:

Working together, building an inclusive and nurturing community of kindness, honesty and respect.

MISSION STATEMENT

At Pentrebane Primary School our mission statement is:

Pentrebane – where we learn and grow together to become what we want to be.

'All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood'

(Article 1 of the Universal Declaration of Human Rights)

Pentrebane Primary School is a school set within an urban conurbation on the north western outskirts of Cardiff, currently having 199 pupils on roll in total from Nursery to Year 6 (03/2024), although this number regularly fluctuates. Of this number, 47.2% pupils are girls and 52.8% are boys. 59.4% of pupils are eligible for free school meals(YR-6) and 19.6% are on the ALN register (N-Y6).

There are currently 11 full time and 1 part time teacher, and 17 full time and 6 part time teaching assistants. The school gathers information about differently abled pupils, in addition to those who are already on the ALN register, together with information about differently abled parents/carers of pupils in the school and other school users. The school experiences high levels of mobility.

No pupils are from a Welsh-speaking home background and 80.9% are from an English-speaking home background. We have 20 languages identified as mother tongue represented across our school population: Arabic, Russian, Yoruba, Bengali, Somali, Kurdish, Czech, Persian/Farsi, French, Pashto/Pakhto, Ukranian, Chinese (Mandarin/Putonghua), Amharic, Panjabi, Slovak, Polish, Scots, Vietnamese, Albanian/Shqip, Chinese.

Pupils are from a range of ethnic backgrounds with the largest ethnic group by number being White British. Other ethnicities include:

Arab	Kurdish	Other Black African	Polish
Russian	Saudi Arabian	White European Other	Slovakian
White and Asian	White and Black African	Afghan	Sudanese
Nigerian	Syrian	Ukranian	Kurdish
Filipino	Czech	Other Pakistani	Moroccan
Bangladeshi	Irani	White and Black Caribbean	Indian
Somali	Asian and Black	Nigerian	Traveller of Irish Heritage

The following religions are represented across our school population: Muslim, Christian, Other Religion and Sikh.

The faiths, cultures and languages of all pupils, staff and others connected with the school are valued and respected equally.

There is one member of staff who is a first language Welsh-speaker, one who is a fluent second language Welsh and one who is a first language Spanish speaker. The remainder of staff being first language English-speaking. 32 members of staff are female and 3 members of staff are male.



From September 2019 we will comply with the Local Authority Recruitment Policy and Procedure and monitor Sexual Orientation of staff; we hope this will provide adequate information to form a picture of our school. We are aware that we have parents in same sex relationships and LGBTQ+ pupils, however we do not monitor this robustly.

Section 2: Aims

We recognise and celebrate the fact that Welsh and British 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 to 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:

The aims of this policy are to:

- Promote positive attitudes to diverse and minority communities and relationships between these groups;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Encourage participation of people from diverse backgrounds, ages, faiths, sexual orientation and impairments in public life;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- Promote equality of opportunity for all;
- Eliminate discrimination, harassment and victimisation;
- Promote social cohesion;
- Allow for more favourable treatment for disabled people.

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 aims reflect the General Duties required by the Equality Act 2010.

Section 3: Our Strategic Equality Objectives

Our chosen Strategic Equality Objectives are:

- Reduce gaps in attainment and attendance between pupils from protected groups
- Reduce identity-based incidents and bullying in school
- Develop the quality and use of our Equality Monitoring and Data Collection
- Raise awareness of equality and diversity issues among pupils, staff and governors

We have strategically planned tasks to enable us to meet these objectives. They cover all relevant protected characteristics. They describe how we are taking action to fulfil both the general and specific duties.

Section 4: Scope

The policy applies to all full-time, part-time, job share, permanent, temporary and agency staff. It applies to all pupils, parents, carers, 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.



Section 5: Equalities Summary Statement

The school is committed to working towards equality regardless of disability, race, gender, age, religion or belief, sexual orientation and gender reassignment, pregnancy and maternity, marriage and civil partnership and to the creation of an inclusive culture in which every individual, regardless of ability and background, is enabled to participate and is valued as a member of the school community. We therefore promote positive approaches to difference and foster respect for people of all cultural backgrounds.

Stereotypical ways of thinking should be viewed as a lack of understanding and knowledge and may result in low self-esteem and limited aspirations for the individual/s involved. 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 stereotypical thinking.

The school is opposed to all forms of prejudice and discrimination based on disability, race, gender, age, religion or belief, sexual orientation and gender reassignment, pregnancy and maternity, marriage and civil partnership as specified in the Equalities Act 2010. Language or behaviour, which is racist, sexist, homophobic or potentially damaging to any group will not be tolerated and will be challenged. The school takes its responsibility to monitor and report on racist incidents each term seriously and uses this information to plan strategies to combat incidents motivated by hate. We share this information with the LA when requested to help shape actions to combat hate crime across the City.

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.

Section 6: Responsibilities

Leadership and Management

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 as indicated in the school's Vision Statement and this Equality Policy.

The Governing Body is responsible for:

- Making sure the school complies with equality legislation and fulfils its legal responsibilities.
- Making sure the equality policy and its procedures and strategies are followed and implemented

The Governing Body includes equality issues as a regular item on the agenda of Governing Body meetings and has a governor with responsibility for Equalities: Ms. M. Nicholls

The Headteacher is responsible for:

- Making sure that the equality policy is readily available, along with all other policies relating to various aspects of equality and inclusion and that governors, staff, pupils, parents and carers are aware of their content.
- 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.



Named Person

The Headteacher, Mrs. E. Prescott, is the named person responsible for overseeing provision for accessibility planning, the reporting of racist incidents to the LA when requested and overseeing the equalities requirements within statutory arrangements. The Deputy Headteacher/ALNCO, Miss J. Perry, is the named person responsible for overseeing provision for ALN learners.

Staff, parents 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 when requested.

The Equal Opportunities Leader is the Headteacher who 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.

All staff are responsible for:

- Dealing with racist incidents and other incidents of harassment 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 equality;
- Striving to provide images and lesson plans that show positive images of and are inclusive of people from the protected characteristics.

Section 7: Information Gathering and Engagement

The collection of information is crucial in supporting us when deciding what actions to take to improve equality and eliminate discrimination within the school community. The information helps us to review our performance and enables us to measure how well we are delivering our equality duties. The information helps us to accurately conduct 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 to enable us to understand the full range of needs of the school community

Section 8: Publication and Reporting

The school publishes the Strategic Equality Plan on our website and is communicated to parents at parents evening and other events. 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. We will report and publish annually on the progress made on the action plans and the impact of the Plan itself on school ethos and practice within the school. This is undertaken as part of the Governors' Annual Report to Parents.

The full equalities policy statement is:

- Published on the school's website
- Brought to the attention of all non-LA contractors or service providers
- Brought to the attention of parents and is available on request for parents, visitors and members of the wider community

The Equalities Action Plan is:

- Included in the School Improvement Plan
- Communicated to all staff

Section 9: 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.

Both the equalities policy and action plan will be monitored termly and evaluated on an annual basis by the Headteacher and the Senior Leadership Team, in line with the school's improvement plan. The policy will be updated by the school on an annual basis, in order to include accurate data relating to the whole school community.

As a school we are fully committed to inclusive practice. To this end, we will continue to engage and consult with our whole school community on issues relating to further developing our practice. The feedback from the questionnaires distributed to pupils, staff, parents and all other users of the school premises will assist the school in fulfilling its duties and improving its inclusive practice.

Mrs E. Prescott
Headteacher

Mr D. Corp
Chair of Governors

Date: March 2024