



Working together for
a fairer future

St Athan Primary School

Strategic Equality Plan 2024 – 2026

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Name of School – St Athan Primary School

Strategic Equality Plan 2024 – 2026

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Introduction

School Context

Our school is a co-educational, community Primary School with a Nursery attached. Our nursery has its own unit and gated play area, which offers places in both morning and afternoon sessions. Our catchment is a diverse one as we serve the village and surrounding areas of St. Athan and also Service families from the MOD St Athan. We hold the Armed Forces Friendly Schools Silver award for our positive approach to supporting families and learners linked to the armed forces historically and currently. **Our school also holds the Rights Respecting Bronze Award and Campus Cymraeg Bronze Award. We are currently working towards the School of Sanctuary status.**

We have a strong and supportive Board of Governors, which includes representatives of the Vale of Glamorgan Council, Community Council, parents, the local community and staff

The school has 8 full time class teachers (including the head teacher), 3 part time teachers 8 full time LSA's and 2 part time, 2 LSA's . LSA's who is funded by a the WG Accelerated Learning Grant to target a small group of newly diagnosed ASD pupils including some from service families. We have 1 Business Manager. The Head teacher, Deputy headteacher, Business Manager and ALNCO make up the School Senior Leadership Team. There are currently 218 pupils on roll, however due to our transient population this number can change on a week by week basis.

Our school is located in a rural setting between two farms in pleasant countryside not far from the coast. The school is accessed via a lane which is at the centre of a one-way system. We have a Nursery garden, an exploration and learning area for all Foundation Phase pupils to develop outdoor learning, as well as two large playgrounds, fields, two outdoor classrooms, a large greenhouse called Plantasia and a very well established Woodland Wonders Area. We are a Platinum status Eco School which encompasses all learners across the school. All these areas are equipped with large climbing apparatus and a multi-use games areas, allotments, raised beds as well as large areas of grass and meadow.

Great efforts are made by all staff and children to ensure that both exterior and interior of the school are bright, welcoming and stimulating to inspire learning. Pupils' work and creations are regularly displayed throughout the school, on the school website and in our weekly newsletters.

We encourage an "open" door policy at St Athan Primary School and welcome parental involvement at all times. We value all our pupils and we believe that their time in school should be rewarding and fulfilling.

St Athan Primary School is a nurturing and welcoming setting that is at the heart of a rural and diverse community. By providing an inclusive learning environment we are sensitive to every child's individual needs and talents. Our aim is to ensure that our children leave St Athan Primary School as confident creative capable learners, ready to play their part as ethically informed citizens in the ever evolving world.

Name - Mr. J Thomas

**Name – Mrs L Haynes (Currently
seconded)
Mrs L Davies (Acting HT)**

Chair of Governing Body

Headteacher

Purpose of the Strategic Equality Plan

The [Equality Act 2010](#) makes it clear that discrimination is not to be tolerated in society. The purpose of this Strategic Equality Plan is to describe what the school is doing to fulfil our duties under the Equality Act 2010, including the [public sector Equality Duty](#) (the 'general duty') and the [specific duties for Wales](#).

The public sector equality duty covers eight protected characteristics:

Age

Race

Disability

Religion or Belief

Gender Reassignment

Sex

Pregnancy and Maternity

Sexual Orientation

The duty applies to marriage and civil partnership, but only for having due regard to the need to eliminate discrimination.

The Equality Act lists schools as public authorities with certain duties. This means that when we carry out our public function, we 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.

Having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

To identify the priorities, we work in partnership with:

- Pupils
- School Council
- Parents and carers
- Headteachers of schools in the Vale of Glamorgan
- Governing Body
- Local Authority and Regional Consortia

We plan to use this information to help us improve the way we provide educational services and employ people.

Our School's Strategic Equality Plan 2024-2026 has been written to integrate with the Council's Corporate Plan and Corporate Strategic Equality Plan 2024 - 2026. The Corporate Plan sets out the Council's vision for the Vale of Glamorgan, its values and main priorities. The priorities of the Corporate Plan will help make communities in the Vale of Glamorgan more equal. The equality objectives in the Corporate Strategic Equality Plan will support this work and it is for this reason that the objectives of both plans have been aligned. Our own Strategic Equality Plan aligns with these documents where relevant and appropriate.

Our Vision and Values



Equality objectives – what we will do

These are the equality objectives we chose.

Equality objectives 1

Further development of our literacy resources to support learners and families with EAL.

Equality objectives 2

To further raise awareness, enhance skills of all staff and improve resources to support diversity and inclusion of diversity within our curriculum

Equality objectives 3

To further establish equality and equity for our school community by developing strategies and systems to support all families and learners

Equality objectives 4

Continue to develop our inclusivity around the Military Child Voice and outlet - Website, learner opportunities and workshops

Please see below our full school Strategic Equality Action Plan. This will be evaluated through the School Improvement Plan.

Strategic Equality Plan 2024-2026

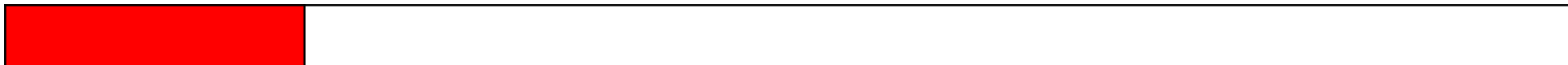
	What we are going to do	How we monitor it	What is a successful outcome	Person responsible
School Equality objective 1 Further development of our literacy resources to support	Oracy resources are developed to support learners with EAL e.g. Say Hi App, LanguageNut and Giglets	SLT , ALNCO and class teacher to monitor through data, progress measures and class based evidence and	All pupils making progress in line with their individual baseline. All families able to access support resources	HT/ ALNCO

<p>learners and families with EAL.</p> <p>LA Strategic Priority</p> <p>Improve how we involve, engage, and communicate with protected groups about our work and decisions.</p> <p>Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.</p>	<p>Translations of all school documentations and correspondence with families</p> <p>Work alongside the LA and MOD services to support EAL families</p> <p>HT/SLT to communicate with families and work in partnership with all support services</p>	<p>update resources where needed.</p> <p>Learner voice will be used to assess needs/changes on a pupil level</p> <p>Consider feedback from support services and amend practice accordingly</p> <p>Listen to families feedback and address any matters arising quickly and efficiently</p>	<p>All pupils able to engage in learning fully and make enjoy the development of language</p>	
<p>Equality objectives 2</p> <p>To further raise awareness, enhance skills of all staff and improve resources to support diversity and</p>	<p>To purchase a broader diverse range of resources, reading materials and online access to ensure diversity is firmly</p>	<p>SLT work alongside LA representatives to train staff accordingly and evaluate professional learning opportunities.</p>	<p>Diversity visible across the school in all areas of learning and in each age group.</p> <p>Raised understanding by pupils of diversity in its broadest sense.</p>	<p>SLT</p> <p>Whole staff</p>

<p>inclusion of diversity within our curriculum</p> <p>LA Strategic Priority</p> <p>Improve how we involve, engage, and communicate with protected groups about our work and decisions.</p>	<p>embedded within our learning/curriculum</p> <p>To take part in the LA Anti-Racism Project and establish strong practice across the school</p> <p>To achieve School of Sanctuary Status.</p>	<p>Staff voice outcomes</p> <p>Achievement of status</p> <p>Purchase resources to allow diversity to be easily and fully understood within our curriculum and accessed by all ages.</p>	<p>Achievement of School of Sanctuary status</p> <p>Successful completion of the Anti-racism project</p>	
<p>Equality objectives 3</p> <p>To further establish equality and equity for our school community by developing strategies and systems to support all families and learners</p> <p>LA Strategic Priority</p> <p>Improve how we involve, engage, and communicate with</p>	<p>To identify and eradicate barriers to learning for all pupils</p> <p>Ensure families are supported and provided for where possible by developing the St Athan Swap Shop, Bottomless fruit bowl, creation of St Athan Stores</p> <p>To continue to reduce costs of school</p>	<p>Monitor pupils participating in activities provided by the school</p> <p>Listen to families and learners voice</p> <p>Attendance at events around the school</p>	<p>Pupils and families accessing all school can offer</p> <p>Successful use of the new opportunities and support provided</p> <p>Reduction in the barriers to learning identified currently and improved pupil progress and development</p>	<p>SLT</p> <p>Governing Body</p>

<p>protected groups about our work and decisions.</p> <p>Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.</p>	<p>experiences where possible.</p> <p>To work as a whole school community to identify where support can be offered e.g. coffee mornings, open days etc</p>		<p>Information and data scrutinised on how engagement has been used to improve outcomes for protected groups.</p> <p>Collate information and data on the number of school staff who have received equality, race, and disability training.</p>	
<p>Equality objectives 4</p> <p>Continue to develop our inclusivity around the Military Child Voice and outlet - Website, learner opportunities and workshops</p> <p>LA Strategic Priority</p> <p>Develop and implement plans throughout the life of this plan to</p>	<p>Further development of Fortnightly Military Child Workshops to establish an outlet for learner voice.</p> <p>Create options on our school website to share the experiences of our military children</p> <p>Support for military learners in place</p>	<p>SLT with day to day running of support done by KW</p> <p>Progress monitored and recorded towards the achievement of the Armed Forces Friendly School Status (GOLD level)</p>	<p>Military children have a full voice and recommendations made can be considered as part of whole school improvement</p> <p>Learners make progress in line with expectations and non-military learners.</p> <p>Support needed identified and successfully implemented</p>	<p>SLT</p>

<p>address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.</p>	<p>Further partnership with the MPCT</p> <p>Achieve Armed Forces Friendly School Status (GOLD level)</p>	<p>Listen to learners and questionnaires to Military Families</p>		
<p>Monitoring and reporting on equality progress</p>	<p>Governor Report to parents</p> <p>HT report to Governors</p> <p>SER/SIP</p> <p>Meetings with staff involved, pupils and parents where appropriate</p>			
<p>Communication</p>	<p>Newsletters</p> <p>Website</p> <p>Phonecall/meetings</p> <p>Parental Consultations (where appropriate)</p> <p>ALN Parents Support Group</p> <p>School events</p>			



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 is published on our website and includes an assessment of the effectiveness of the steps we are taking to meet the equality objectives.

This may be complemented by other equality and employment information each year that is published annually.

For More Information

Visit our website

www.stathanprimaryschool.co.uk

Social Media

Keep up to date with all the latest news, events and information from our School, follow:

StAthan Primary on Instargram .

If you have a query, please contact us:

- Email office@stathanprimaryschool.co.uk or call 01446 751480

