



Madras VA Primary School

Strategic Equality Plan

2020-2024

Accessible Formats

This document is available in English in Microsoft Word and pdf formats in Arial font size 14 as standard.

If you need the document in any other format, please contact the school office on 01978 710419. A digital copy is available on our website and paper copies are available from the school office.

Adoption by School Governors

The Strategic Equality Plan was agreed by Governors:

..... (Signature)
Chair of School Governors

.....Date

Copy sent to WCBCDate

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Our plan and policy helps us to advance equality across all of the 'protected characteristics' set out in the Equality Act 2010

- **Age**
- **Disability**
- **Gender reassignment**
- **Race**
- **Religion and belief**
- **Sex**
- **Sexual orientation**
- **Marriage and civil partnership**

1. Introduction

Welcome to our Strategic Equality Plan and Equality and Diversity Policy. It has been produced to comply with the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

This document sets our equality objectives, a summary of what we hope to achieve and the steps we will take to deliver those objectives as an employer, as an educational establishment and as a part of our local community.

Our Strategic Equality Plan will be in place for a maximum of four years and will be subject to regular review. We will publish an annual report setting out the progress we have made against our objectives and summarising the effectiveness of our action plans.

Should we update any of our equality objectives during the lifetime of this plan we will publish those changes promptly.

Although we have published our Strategic Equality Plan as a document in its own right it does not stand in isolation. It is an integral part of the policy framework and the culture of our school. We expect Governors, teaching and non-teaching staff, pupils and visitors to our school to play their part in making equality a reality and promoting a positive, welcoming and inclusive school environment.

2. About our School

Description of our school

Madras V.A. Primary School is an English medium Primary School which serves Penley and the surrounding areas. The school is on the border of Shropshire and also close to the Cheshire border.

Pupil Profile

In 2020 we have 138 (including Nursery) pupils who attend school between the ages of 3 - 11 years with numbers steady. 51% are boys and 49% are girls. There are 4 mixed aged classes and 1 nursery class. Statutory aged class size ranges from 24 to 28, while the nursery currently has 23. There are no families who have Welsh as their first language but three families where the father is first language Welsh. 10% of our school population come from minority ethnic backgrounds, mainly Eastern European countries. The school data shows that 25% of our EAL pupils have early acquisition level compared to 33% across the LA. While, 50% of our EAL pupils have a competent language acquisition level compared to 14% across the LA. The school has 15.8% of its population identified as having ALN: 6.5% at School Action, 8.4 % at School Action Plus, 0.9% at Statement. We have pupils with a range of disabilities including visual impairment and mobility challenges. We aim to be a fully inclusive school.

Staff Profile

There are currently 5 teaching staff, 2 HLTA, 7 Teaching Assistants. 93% of teaching and non-teaching staff are White British. 93% of our staff are female and 7% of our staff are male. 15% of our staff are Welsh-speaking. Staffing has remained relatively stable for the last few years with minimal change.

Governor Profile

We have 14 school Governors. The school governing body is made up of 42% men and 58% women. 14% are Welsh speaking, 100% are White British and 0% are from Black, Asian or minority ethnic backgrounds.

3. About our Plan

Purpose of the Strategic Equality Plan

The Strategic Equality Plan has been developed so that the School can set out how it aims to meet its commitment to equality and how it will meet its legal obligations contained within the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Public Sector Equality Duties

The General Duties

The Governors Guide to the Law (Autumn 2013) states that:

Section 149 of the 2010 Act imposes a general duty on the governing body of a school to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it ('Protected Characteristics' are explained in 2.4 below);
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having 'due regard' means consciously thinking about the three aims of the general duty as part of the process of decision making. This means that consideration of equality issues must influence the decision reached by governing bodies.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The steps involved in meeting the needs of disabled persons that are different from the need of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and those who do not share it involves having due regard, in particular, to the need to tackle prejudice and to promote understanding.

The 2010 Act expressly states that this duty may involve treating some persons more favourably than others, but that is not to be taken as permitting conduct that would otherwise be prohibited under the Act.

The Specific Duties

The Equality Act provides a power to make regulations imposing duties on public bodies to support better performance of the general duty; these are known as the Specific Public Sector Equality Duties and are different in England, Scotland and Wales.

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (S. I. 2011/1064) ("the 2011 Regulations") imposes specific duties on governing bodies to enable better performance of the general duty.

The 2011 Regulations place the following requirements upon governing bodies:

- To publish its "equality objectives" no later than 2 April 2012. The objectives must be designed to enable the governing body to better perform the general duty. If an equality objective is not published in respect of one or more of the protected characteristics, the governing body must publish its decision not to do so. The governing body must review its equality objectives within four years of their initial publication and at least once every four years subsequently. The equality objectives may be revised or remade by the governing body at any time. If the governing body revises an objective without remaking it, then the revision must be published as soon as possible;
- To publish a statement which sets out the steps it has taken or intends to take in order to achieve each equality objective and the anticipated timescales involved. If an equality objective is revised or remade by the governing body, it must either amend the statement or publish a new one;

- To make appropriate arrangements to monitor its progress in order to fulfil each objective and to monitor the effectiveness of the steps it has taken to fulfil each objective;
- To give due regard to relevant information that it holds when considering and designing its equality objectives;
- To seek the involvement of those persons that it considers represents the interests of persons who share one or more protected characteristics and who have an interest in the way the governing body carries out its functions. The requirement applies to the following activities:
 - Considering and designing equality objectives;
 - Carrying out an assessment of whether there are things or that could be done that contribute or would be likely to contribute to a governing body's compliance with the general duty;
 - Carrying out an assessment of the likely impact of the proposed policies and practices, of policies or practices that it has decided to review and any proposed revisions to those policies and practices on compliance with the general duty; and
 - Publishing or reviewing a Strategic Equality Plan);

The governing body may also involve or consult such other persons as it considers appropriate.

- To take all reasonable steps to ensure that any documents or information that the governing body is required to publish are accessible by persons who share one or more of the protected characteristics. This means that a governing body must take into account all of a person's protected characteristics, and if there are a range of steps that it would be reasonable for the governing body to take to make the documents or information accessible then it must take all of those steps;
- To make appropriate arrangements to ensure that it identifies the relevant information that it holds and identifies and subsequently collects the relevant information that it does not hold;
- To carry out an assessment in order to identify relevant information which identifies whether there are things being done by the governing body that contribute to its compliance (or otherwise) with the general duty and things that could be done to contribute to its compliance. In carrying out such an assessment, the governing body must have due regard to any relevant information that it has already identified, or collected and holds. The governing body should look for evidence (relevant information) both internally and externally which may be used, for example, in equality impact assessments;
- To make arrangements in order to assess the likely impact of proposed policies and practices on its ability to comply with the general duty, as well as the impact of any policy or practice that it has decided to review or any

proposed revision to a policy or practice. There must be arrangements in place for the publication of reports regarding these assessments where they demonstrate that there is likely to be a substantial impact on an authority's ability to comply with the general duty. Also, the governing body must monitor the impact of its policies and practices on its ability to comply with the general duty;

- In each year, to collect specified employment information related to the school's employees and publish that information. This information may be set out in the governing body's annual report;
- To make such arrangements as it considers appropriate for promoting amongst the school's employees knowledge and understanding of the general duties and the additional duties which flow from it.

- When considering what its equality objectives should be, the governing body must have due regard to the needs in respect of the school's employees to have equality objectives which address the causes of any pay differences. Those pay differences are between those that do share a protected characteristic and those that do not;
- To publish an action plan which sets out any policy it has relating to the need to address the causes of any gender pay difference and any gender pay equality objective that has been published by the governing body;
- To make a Strategic Action Plan ("SEP") no later than 2 April 2012. The SEP is intended to be a central vehicle for the various matters required by the 2011 Regulations so that there can be a single point of access for the public. The SEP must contain a statement setting out a description of the governing body, its equality objectives, details of the steps it has taken or intends to take in order to fulfil those objectives, the timescale for the fulfilment of the objectives, and details of arrangements it has made or intends to make to comply with the 2011 Regulations. The SEP can be revised or remade at any time, though it must be published as soon as possible after it has been made or remade. If the SEP has been revised but not remade, the governing body must publish its revisions. The SEP itself may form part of another published document. The governing body is under an obligation to keep its SEP under review;
- To publish a report in respect of each reporting period (1 April to 31 March except for the period ending 31 March 2012, when the reporting period will commence on 6 April 2011). The report must not be published later than 31 March in the reporting period in question. This report may form part of another published document.

Who has to comply with the Public Sector Equality Duties?

The Equality Act imposes obligations on everyone concerned with the provision of services to the public, however the Public Sector Equality Duty only applies to organisations that have been identified as 'public authorities' under the act this

includes Schools, local Councils, Fire and Rescue Authorities and the National Parks in Wales.

Who is protected under the Public Sector Equality Duties?

Everyone is protected under the Equality Act however the general and specific public sector equality duties refer to people who have particular 'protected characteristics'. This is the term used in the Equality Act to identify the types of things that affect how people are treated and can mean people may experience discrimination. The law is designed to protect them. There are nine protected characteristics, they are:

1. Gender – male or female
2. Disability – all disabled people
3. Gender Reassignment – people who were born in the wrong gender
4. Race – people of any colour, nationality or ethnic or national origins
5. Religion or Belief – includes any religion / belief or lack of belief
6. Sex and Sexual Orientation – how people feel as well as act in respect of people of same sex, opposite sex or either sex
7. Pregnancy and Maternity – from the time the woman becomes pregnant
8. Age – young and old
9. Marriage and Civil Partnership

How our Plan was developed

We have adopted the Model Strategic Equality Plan that was developed by Wrexham County Borough Council in partnership with local schools. In consultation with Governors, school staff, parents and other interested parties, we have adapted the model plan to suit our school. Wrexham County Borough Council published their Strategic Equality Plan in April 2012 setting out six local and six regional equality objectives for North Wales. These have formed the basis of the equality objectives included within the model Strategic Equality Plan for schools in Wrexham. We believe that this approach provides an important focus on key issues for schools that will be enhanced by joint working across Wrexham. We have included an action plan for each equality objective. This sets out how we will contribute to the regional equality objectives we have adopted and the local objectives that will help us to improve the way we work and the way we manage equality in our school. Our equality objectives are based on local, regional and national priorities within Education as well as feedback from engagement that took place regionally and locally as well as with our school community.

We have sought the views of Governors, staff, parents and people in our local community when setting our objectives, developing our action plan and agreeing this Strategic Equality Plan.

How our Plan will be Monitored

The Governing Body and Head teacher will work together to monitor the Strategic Equality Plan – this will include a discussion at Governor Meetings twice a year.

Our Arrangements for Annual Reporting

We will publish our annual report as part of the Governors Annual Report to Parents. This will set out the progress our school has made against our equality objectives, the effectiveness of our action plans and other relevant information. We will publicise it across our school community, advertise it on our school notice boards and publish it on Wrexham County Borough Councils website.

We will ensure this is published and available in a range of accessible formats.

Information Gathering and Engagement

We will work with the Equality and Diversity Network for Wrexham Schools supported by Wrexham County Borough Council's Equality Manager and Human Resources team to develop a common equality monitoring form for schools that we can use to monitor our workforce and the profile of our Governors. We have adopted the recruitment and selection policies and procedures of Wrexham County Borough Council and work closely with them when recruiting new staff. Wrexham County Borough Council also supports a number of our functions such as our allocation policies and procedures. We will work with the relevant departments of Wrexham County Borough Council to review our equality monitoring arrangements. We will work with the Equality and Diversity Network for Wrexham Schools Wrexham County Borough Council's Equality Manager, and the Lifelong Learning Department and the Human Resources department to draw up clear plans for improving data gathering, analysis and reporting.

We will review the current arrangements for equality monitoring and action plan accordingly.

Currently we do not gather equality monitoring information in our school on Staff or Governors.

We currently collect the data regarding Pupil Profile and attainment levels - Ethnicity, Home Language, First Language, Asylum Status, National Identity, Religion, Traveller Status, EAL, and Previous Attainment Levels/Outcomes & Current Levels of Attainment in all subject areas.

Equality Impact Assessments

We will support the Equality and Diversity Network for Wrexham Schools supported by Wrexham County Borough Council's Equality Manager, to develop and adopt a common Equality Impact Assessment Toolkit for schools to use.

Staff Awareness

One of our priority areas (Equality Objective Two) is to ensure staff and Governors have undergone Equality and Diversity Training. We will develop an Equality Training Plan for our school and encourage staff and Governors to take up opportunities to attend Equality and Diversity Training provided by Wrexham County Borough Council and raise awareness of a range of e-learning modules available. We will endeavour to embed Equality and Diversity training into our Induction Processes. In addition we will ensure that relevant information is made available to staff, improving the use of notice boards to myth-bust and promote key messages to pupils, staff, parents, guardians and visitors to our school

Training and Awareness Raising

One of our priority areas (Equality Objective Two) is to ensure staff and governors have undergone equality and diversity training.

We will develop an equality training plan for our schools and encourage staff and governors take up opportunities to attend equality and diversity training provided by Wrexham County Borough Council and raise awareness of a range of e-learning modules available.

We will embed equality and diversity training into our induction processes. In addition we will ensure that relevant information is made available to staff, improving the use of notice boards to myth-bust and promote key messages to pupils, staff, parents, guardians and visitors to our school

4. Our Equality Objectives

We have adopted two equality objectives.

Objective One: Reduce unequal outcomes in Education to maximise individual potential

Objective Two: Increase levels of understanding and knowledge of equality and diversity

**North Wales Objective One:
Reduce unequal outcomes in Education to maximise individual potential**

**School Priority: To support our pupils to achieve their potential
School Governor Champions: John Griffiths/Linzi Mira**

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Review our monitoring arrangements to cover all relevant protected characteristics and carers. Action plan accordingly so that we better understand any connections between educational attainment, barriers and protected characteristics.	Headteacher	Monitoring/tracking in place re: Vulnerable groups FSM Gender gaps	This will continue on a termly basis.
Analyse educational attainment profiles by protected characteristic.	Headteacher	Analysis to be completed and will be considered by Governors for action planning in next meeting.	Autumn 2020
Take account of cultural differences, caring responsibilities and other diversity issues when designing individual programmes.	Headteacher	Procedure in place to ensure diversity is considered	On-going
Review curriculum		Current policies all	On-going

policies to ensure accessibility issues are embedded and action plan accordingly.		ensure accessibility issues are addressed, considered and embedded.	
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Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

- More Able & Talented Policy
- Assessment Policy
- All Curriculum Policies
- Additional Learning Needs (ALN)
- Equal Opportunities

Objective Two: Increase levels of understanding and knowledge of equality and diversity

School Priority: To train key people on equality and diversity
School Governor Champion: John Griffiths/Linzi Mira

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Create an equality and diversity training plan for school staff and Governors	Headteacher	Governors to be invited to attend training (minimum of 2) HT to organise training for staff	On going
Organise School Governor Equality and Diversity training through LA	Headteacher	Record the number of Governors accessing e-learning module or attending meeting	On going
Teaching and non-	Headteacher	Record the	Spring 2021

teaching staff undertake Equality and Diversity training		number of staff accessing e-learning module Chase this up via LA	
Introduce equality and diversity elements within the new starters induction	Headteacher	Record the number of new staff completing equality induction e-module Chase this up with HR	On going
Use staff appraisal processes to confirm equality and human rights training needs	Headteacher	During PM staff will discuss any individual needs	On going
Create space on school notice boards for Equality and Human rights information	S. Evans	A space will be created on the staffroom noticeboard	On going

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

More Able & Talented Policy

Assessment Policy

All Curriculum Policies

GwE Data

5. Our Equality and Diversity Policy

Purpose

- ❖ Equality and fairness is central to the values and behaviours of our school.
- ❖ This Policy Statement sets out our commitment to promoting equality and to meeting the requirements of equality and human rights legislation.
- ❖ We value equality and diversity and are committed to ensuring that no-one is treated less favourably for reasons that cannot be justified on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on grounds of Welsh language.
- ❖ This statement reinforces our commitment to promote equality and fairness and address all forms of unlawful discrimination, victimisation and harassment.

Scope of this Policy Statement

- ❖ This statement applies to everyone associated with our school and we expect everyone to behave in accordance with it.
- ❖ This statement underpins our Strategic Equality Plan and compliments the Children's "One Wrexham Charter of Belonging".
- ❖ This statement does not stand in isolation; its aims and values are at the heart of the plans and policies of our school.

Key Principles

- ❖ This statement aims to support our school to be an organisation that values diversity and takes proactive steps to remove unlawful discrimination, advance equality of opportunity and foster good community relations.
- ❖ This will be achieved through the delivery of our Strategic Equality Plan and other relevant school policies and plans.
- ❖ We are committed to creating a fair, just and inclusive school community where diversity is valued and people are encouraged and supported to achieve their potential.

Policy Statement

- ❖ As an employer and provider of services we will not unlawfully discriminate on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on the grounds of Welsh language.
- ❖ All pupils, their parents and guardians, volunteers, staff and school governors are valued and will be treated with dignity and respect. We will not tolerate any form of discrimination, harassment or victimisation.
- ❖ We recognise that our diverse communities have much in common including a desire to live in peace and security together; to have a decent

standard of living and a fair share of resources; to have equal chances in life and enjoy good health.

- ❖ We are committed to celebrating all that is good about Wrexham, the richness of its Welsh heritage, cultural traditions, beliefs, distinctive neighbourhoods and the energy, character and diversity of its people.
- ❖ We will work across our school community to ensure our commitment to equality and fairness is shared and take steps to ensure that our school is accessible, welcoming and inclusive.
- ❖ We will gather and use a range of equality and diversity data and information to help us monitor this policy and help us to continually improve.
- ❖ We will carry out equality impact assessments and engage a wide variety of people to ensure that we understand the different ways that different people could be affected by our decisions and proposed policies.

Responsibilities

- ❖ Everyone has a role to play in meeting the aims of this policy statement; however some people have additional roles and responsibilities.

Leadership and Management Commitment

- ❖ School governors and management of the school will work with all its stakeholders and 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.

School Governors

- ❖ School governors are responsible for ensuring that the school complies with equality and human rights laws including meeting the public sector equality duties.
- ❖ With assistance from the Head teacher, school governors will ensure that our Equality and Diversity Policy is implemented and respected by everyone associated with our school.
- ❖ Governors will receive periodic updates on the effectiveness of our Equality and Diversity Policy and the progress we are making against the objectives set out in our Strategic Equality Plan.

Head teacher

- ❖ The Head teacher has specific responsibilities this includes ensuring that staff and Governors understand the aims and objectives of our Equality and Diversity Policy and Strategic Equality Plan, and their roles and responsibilities in improving equality outcomes for people across the whole school community.
- ❖ The Head teacher will ensure that

- This Strategic Equality Plan is readily available along with copies of other relevant policies and procedures including those for Anti-bullying and Dignity at Work/Anti-Bullying and Harassment
- Staff and Governors understand those key policies and receive equality and diversity training
- Children, young people and adults within our school community are confident to report identity based bullying, community tensions and hate crimes
- That children and young people from different backgrounds are confident to mix together
- That staff have access to appropriate diversity training to develop skills to enable them to work in accordance with the values set out in this statement

Teaching and non-teaching staff

- ❖ Everyone in our school has their role to play in delivering our Strategic Equality Plan and ensuring our school is a fair, cohesive and inclusive environment where people can achieve their potential. All staff are required to
 - Ensure that all pupils, colleagues and school visitors are treated fairly, with respect and dignity
 - Support pupils to learn about equality and diversity
 - Challenge negative stereotyping and record any form of identity based bullying or harassment in accordance with the schools procedures

Raising a Concern

- ❖ Any person that feels the the school has not behaved in accordance with this policy statement can raise a concern with the Head teacher. Communication support will be made available as appropriate.

6. One Wrexham Charter of Belonging to Wrexham for Children and Young People

We have adopted the One Wrexham Charter of Belonging to Wrexham for Children and Young People – these are our promises.

We, the children and young people who live and learn in Ysgol Madras:

- Promise to be welcoming to everybody who wants to be part of our community whether they are new to Madras or have lived here for a long time.
- Promise to remember the history of our school and the community history and build on this for our future.
- Promise to play our part in treating each other with respect, being respectful towards one another and in treating other people as we would like to be treated ourselves
- Promise to stand up for what is right and to stand against anger, hatred, prejudice and discrimination,
- Promise to be kind to people who come to Penley to live, especially people who come to look for peace or for somewhere to be safe and to learn about people's different languages, religions and cultures so that we can understand them better.
- Promise to look after the environment in Penley and take pride in our schools and the places where we live.
- Promise to work together to build bridges of friendship and make Penley a happy place for everybody.

7. The Equality and Diversity Network for Schools in Wrexham

Our school is part of the Equality and Diversity network for schools in Wrexham established by Wrexham County Borough Council.

The Wrexham Schools Equality Network has been established by Wrexham County Borough Council to support schools to meet the requirements of the Equality Act 2010 and advance equality and community cohesion across the Borough.

Aims of the Network

The network will enable schools to access specialist advice and information on equality, human rights, diversity and community cohesion.

The network will help to promote joint working across schools in Wrexham and enable schools to share good equality and diversity practice.

The network will raise awareness of local events, community issues and opportunities to celebrate and improve their understanding of local diversity.

Working Arrangements

The network will communicate using email as far as possible and will meet annually.

Members receive regular updates and information from the Councils Equality Manager. This includes information relating to:

- Equality and Diversity training courses and materials
- Updates on local diversity and community events
- General information on equality, diversity, human rights and community cohesion.
- General guidance on meeting the equality duties
- Links to relevant websites

8. Further Information and Contacts

The following documents explain more about our equality objectives and how schools in Wrexham are responding to the Equality Act 2010.

- North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.
- Equality and Human Rights Commission Report “How Fair is Wales”
- Wrexham County Borough Council Strategic Equality Plan 2012 – 2016
- The Equality Act 2010 – Guidance for Schools (Wrexham County Borough Council)
- Equality Act 2010 – Summary action plan for schools