Working together for a fairer school

Victoria Primary School's

Strategic Equality Plan 2025 – 2029

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Working together for a fairer future school

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Strategic Equality Plan 2025 – 2029

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Introduction

We are proud to introduce our school's Strategic Equality Plan for 2025–2029 'Working together for a fairer school', aligned with the Vale of Glamorgan Council's Corporate Plan, 'Vale 2030 Strong Communities with a Bright Future' and its Corporate Strategic Equality Plan 'Working together for a fairer future'.

Our Strategic Equality Plan outlines our commitment to equality over the next four years, reflecting the diverse needs, aspirations, and concerns of our school community.

We promote inclusion for all protected groups under the Equality Act 2010, including embracing differences in ethnicity, sex, sexual orientation, religion, age, ability, and gender identity as well as socio-economic background. We aim to deliver a curriculum that creates a sense of belonging by being actively inclusive and supports pupil wellbeing. We proactively address bullying and discriminatory incidents, nurturing a culture of kindness and inclusion.

We are an ambitious, forward-thinking school, and with the support of pupils, families, staff, governors, and the wider community, we will continue working together for a fairer future.

Mark Petherick	**Samantha Davies**
Chair of Governing Body	**Headteacher**

Purpose of the Strategic Equality Plan

The Equality Act 2010 makes clear that discrimination is not acceptable in society. This Strategic Equality Plan outlines how our school meets its legal duties under the Act, including the Public Sector Equality Duty and the specific duties for Wales.

The Public Sector Equality Duty applies to nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

As a public authority, the school 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.

This includes:

- Reducing disadvantages linked to protected characteristics.
- Meeting different needs of protected groups.
- Promoting participation in school life where underrepresentation exists.

Specific duties help schools demonstrate compliance with the general duty through:

- School development or improvement plans
- Equality objectives
- Professional learning

- Stakeholder engagement
- Annual reporting and impact assessments
- Publishing equality data
- Accessibility strategies

Planned priorities are developed in partnership with:

- Pupils and the School Council
- Parents and carers
- School staff
- Governing Body
- Local Authority

Our Plan aligns with the Vale of Glamorgan Council's Strategic Equality Plan 2025–2029 ' Working Together for a Fairer Future' which includes census and economic data.

Socio-economic Duty

Effective from 31 March 2021, the Socio-economic Duty supports fairer decision-making and aims to reduce poverty. Whilst the duty does not apply to schools, our Plan includes measures to address socio-economic disadvantage.

Welsh Language

The Council's Welsh Language Promotion Strategy 2022 - 2027 and Welsh in Education Strategic Plan (WESP) 2022-32 set out actions to support Welsh speakers. We will consider how proposals may affect Welsh speakers, including where protected characteristics intersect.

Vision and aims

Our vision is to work together so that everyone at Victoria Primary will be happy, caring, confident individuals who have a love of learning and achieve personal success.

Aims

We will experience a curriculum which will be challenging, fun and motivate us to develop our skills for lifelong learning.

We are a community that cares for each other and ourselves. We respect other peoples' views and achievements and celebrate our individuality.

As global citizens we respect our community and the world to which we belong, caring and contributing to a sustainable future.

Our positive school environment encourages everyone to achieve their goals through equality in all aspects of school life.

We expect the parents, governors and all members of our school community to support and guide us on our journey to the stars.

Our values are consistent with the 7 well-being goals for Wales identified in the Well-being of Future Generations Act. Our equality priorities consider this Act and will help us to contribute to the Welsh Government's wellbeing goals, including creating a more equal Wales.

Context

Victoria Primary School serves the coastal town community of Penarth in the authority of Vale of Glamorgan in South Wales. There is a mix of privately owned, housing association and local council accommodation.

The majority of pupils come from the town, with a small number attending the school from outside the catchment area. These areas include Cardiff and Barry.

The school caters for pupils from three to eleven years of age. There are 408 pupils on roll including 34 children who attend the nursery. The majority of pupils are of white ethnic origin and speak English at home. No pupils speak Welsh as a first language. There are 19 children identified as having English as an additional language across the school and we have 54 Global majority pupils. Approx. 25 (September 2024) pupils are entitled to free school meals which is below the L.A. and Wales. 27 pupils are on the school's register of additional learning need. Pupils representing the full range of abilities attend the school.

At Victoria School we believe that our children should be happy, safe, secure and feel that they belong.

Our philosophy is about developing the whole child and nurturing their unique talents in all areas of learning, so that they experience high self-esteem and success. We have high expectations for all children's efforts and achievements as well as attitudes and behaviour. These expectations are matched by high quality, active learning and teaching provided by an excellent team of teachers and support staff, who are caring professionals dedicated to the individual needs of our children and to the school.

We are proud of the atmosphere of friendliness, inclusiveness and co-operation which is always evident among all children and adults at our school.

The world is changing rapidly and the context for this Plan similarly changes regularly. What remains the same is the need for our school to engage with the community, to collaborate with our partners and to embrace change. We must consider the diverse needs of the population whether that be due to their protected characteristics, financial circumstances, or one of the many other reasons that can affect what support our school community needs.

Since we agreed the last Strategic Equality Plan in 2020, there have been changes that have impacted upon our pupils' lives including Covid and the cost-of-living crisis. The Welsh Government has published several plans such as the Anti-racist Wales Action Plan, the LGBTQ+ Action Plan for Wales and the Draft Disabled People's Rights Plan. There is some reflection of these priorities in this Plan.

Equality Objectives – what we have done

- The school has undertaken an anti-racism action plan and has decolonised the curriculum to ensure a golden thread of diversity and inclusion, where all children feel 'seen' in the curriculum.
- Staff have received training on how to correctly respond to and report racist incidents.
- Diversity group established to ensure that the school and the resources and curriculum are inclusive and welcoming.
- The school has trained and set up Young Interpreters to ensure that all children feel welcome. The school is working towards becoming a School of Sanctuary.
- Disabled pupils' educational needs are identified and responded to in a variety of ways e.g. clear communication with parents, individual plans, one-page profiles, personal emergency evacuation plans (PEEP), good relationships with health care professionals who provide training when needed. No child is excluded from any school activity as a result of a disability.
- The school achieved the Bronze Cymraeg Campus award and hopes to achieve the Silver Award in Autumn 2025.

Strategic Equality Objectives – what we will do

Building on the work that we have already begun, the following two objectives will help us to make further progress in creating a fair and inclusive environment for our school community:

1. To create a fair school to learn and work
2. To give everyone a fairer opportunity for a good start in life

To support these objectives, we aim to complete the following actions.

Strategic Equality Objective 1: To create a fair school to learn and work

What we will do – our actions

- Work with the Council to adopt best practice in inclusive recruitment.
- Continue to promote opportunities to use the Welsh language in the school community.
- Quality teaching and learning which is inclusive and accessible.
- Ensure all pupil voice group representation reflects diversity (protected characteristics and socio-economic background)
- Deliver equality, diversity, and disability professional learning for all staff and governors.
- Strengthen the role of the Governing Body Equality and Diversity Champion
- Communicate with families in plain, easy to understand language, including home languages.
- Engage disabled pupils and staff in the development of provision through a rights-based approach.
- Undertake our reasonable adjustments duty by taking positive steps to ensure that disabled pupils can fully participate in the education provided by the school, and that they can enjoy the other benefits, facilities, and services that the school provides for pupils.
- Collect and analyse data on bullying/identity-based incidents; refine response strategies.
- Address bullying based on gender identity including recording and reporting incidents.

- Support LGBTQ+ pupils and deal with bullying/identity-based incidents Embed diversity, equity, and inclusion throughout the curriculum.
- Ensure that individual development plans (IDPs) are in place, monitored and kept under review, for pupils with an identified Additional Learning Need.
- Deliver Violence against women, domestic abuse, and sexual violence (VAWDASV) training.
- Actively support and contribute to the Multi-Agency Risk Assessment Conference (MARAC) Domestic Violence board to ensure victims of domestic violence and their children are supported and protected by statutory partners.

Strategic Equality Objective 2: To give everyone a fairer opportunity for a good start in life

What we will do – our actions

- Improve attainment and attendance of pupils eligible for free school meals (eFSM).
- Collect and analyse attendance data for all pupils, identifying any differential gaps between vulnerable groups and work towards minimising these to ensure equity-focused outcomes.
- Collect and analyse data for incidents resulting in fixed term exclusions and or permanent exclusions to evidence areas of increased concerns and seek suitable multi-agency support and advice.
- Minimise exclusion rates for pupils with protected characteristics and those with socio-economic disadvantage by implementing prevention and support strategies.
- Establish a community space to support poverty proofing the school
- Become a School of Sanctuary
- Continue to become more actively anti racist through professional learning using the Anti-racist Wales Action Plan.
- Continue to develop and implement actively inclusive policies (e.g. Anti-Racism, Care Experienced Children)
- Raise awareness of climate change.

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

For More Information

Visit our website

www.victoriaprimary.co.uk

If you have a query, please contact us:

Email:office@victoriaprimaryschool.com

Telephone:0292079225

Useful Links

Additional Learning Needs Code

Anti-racist Wales Action Plan

Draft Disabled People's Rights Plan

Equality Act 2010

LGBTQ+ Action Plan for Wales

Public Sector Equality Duty and the specific duties for Wales

Refugee and asylum seeker plan

School of Sanctuary

Socio-economic Duty

Violence against women, domestic abuse, and sexual violence

Well-being of Future Generations Act

Welsh Language Promotion Strategy 2022 - 2027

Youth Engagement and Progression Framework