



Strategic Equality Plan

2017 - 2021

Priority One: Reduce Gaps in attainment between pupils from protected groups				
Targets:				
<ul style="list-style-type: none"> To reduce the gap between boy's and girl's performance in Mathematics at end of KS2 -girls out performed boys achieving level 4 and 5+ July 2017 To reduce the gap between boy's and girl's performance in Science at level 5+ - girls out performed boys by 10.5% 				
Success Criteria:				
<ul style="list-style-type: none"> ➤ There is evidence that we have analysed and identified any other attainment gaps for other groups of pupils who share protected characteristics as defined by the Equality Act 2010. 				
Strategically Planned Tasks: (See SDP Priority 1- Curricular Change –Raising Standards) Priority Plan No. 2:To ensure progressive development of numeracy skills	On Track	Lead Person(s) Involved	Time Scale	Costings
<ul style="list-style-type: none"> ➤ INSET CPD training for all staff – November 6th 2017 ➤ Audit numeracy/mathematics resources across whole school ➤ Half termly monitoring of pupils standards using INCERTS, Year on a page ,Flight Path [/End of year targets and KS expectations discussed within an accountability meeting with HT/ALNCO/ARR lead ➤ Implement a TAPAS interactive and practical approach to all mathematical lessons ➤ Implement new SOW Abacus – INSETCPD training 3 sessions Autumn '17 [intro Nov] and Summer term '18 ABACUS led ➤ Incorporate weekly mathematical reasoning activities into the curriculum including rich tasks ➤ Implement weekly PRO lessons [Problem Solving Outdoors] 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>		<p>Start :Sept 17</p> <p>Start Sept '17</p> <p>End :Dec '17</p> <p>Start :Sept 17</p> <p>End :July 18</p> <p>Start :Nov 17</p> <p>End :July 18 – ongoing termly</p> <p>Autumn 2 2017 – onwards</p> <p>Academic Year 2017-18</p> <p>Start Sept 18</p>	<p>£1200</p> <p>[budget SDP]</p>
Priority Plan No. 2:To ensure the progressive development of scientific skills				
<ul style="list-style-type: none"> ➤ INSET CPD training for all staff – 2 sessions ➤ Source and implement new Science SOW – F Phase and KS2 ➤ Formulate and disseminate a pupil questionnaire (Pupil Voice) relating to the teaching of Science – identify any gender differences 	<p>Yes – KS2</p> <p>Yes</p> <p>Yes</p>		<p>Academic year 2017-18</p> <p>Autumn 2017</p> <p>Spring Term 2018</p>	<p>}£1000</p> <p>}Budget</p>

<ul style="list-style-type: none"> ➤ Use results to review possible curriculum changes and its implementation to meets needs of all learners ➤ Audit and order resources across whole school ➤ Monitor and track groups of learners through Assessment procedures and systems: Half termly monitoring of pupil standards using Book Scrutiny, INCERTS, Flight Path/End of year targets and KS expectations 	<p>Yes Yes</p>		<p>End year 2018</p> <p>Academic Year 2017-18 Ongoing</p>	
<p>Monitoring Commentary (Bullet Points)</p> <ul style="list-style-type: none"> • Accountability termly meetings regularly monitor and track F Phase and KS2 pupil progress in maths • Maths INSET Nov '17 – all staff undertook this practical training in key phases • Audit of resources has been undertaken and new resources purchased and disseminated to each year group. As a result Maths learning walls are evidently displayed and used regularly in classrooms. • 2 Abacus training sessions undertaken in Summer 2018 by all teaching staff • Science resources have been purchased and used • KS2 SOW and F Phase suggested Science activities is now implemented • F Phase SOW – Science coordinator to further seek appropriate scheme 'mapped out' across phase to ensure progression of skills in each year group by end of summer '19. • Pupil Voice questionnaire carried out Autumn 2 2018 – follow up in Summer Term '19 and analysis of results will be made • Half termly Accountability meetings ensure KS2 pupils' attainment in Science is monitored and support is implemented where necessary. 			<p>Evaluation Commentary (Bullet Points)</p> <ul style="list-style-type: none"> • All staff have clear expectations of attainment for each child in their class. Individual pupil trends are identified, and support is acted upon where there are gaps in areas of development. • Full cycle of new Schemes [Abacus Maths and Science] to be completed by end of Academic Year therefore results and impact will then be analysed 	

Priority Two: Develop the Quality and use of our Equality Monitoring and Data Collection

- Targets:**
- 1.To monitor equality and to report termly to the Governing Body
 - 2.To develop a better understanding of the diversity of our school community of pupils, parents, staff and governor
 - 3.To use this data to inform the Equality and Engagement Group (CEWBC) representing the diversity of Cardiff
 - 4.To use this data to review the effectiveness of school policies (e.g. anti bullying, teaching and learning) across the protected characteristics, with the support of the EEG

- Success Criteria:**
- We know what equality data we currently collect and use. We also know where gaps exist i.e. what equality data we do not currently collect and use and have actions in place to improve this
 - Equality Impact Assessments have been carried out with the support of Equality Engagement Group (EEG) – [formed from the Christian Ethos and Wellbeing Committee]
 - Equality data is collected, analysed and reported on regularly to the EEG for the purposes of objective setting
 - The School Development Plan uses improved equality data to set actions

Strategically Planned Tasks:	On Track	Lead Person(s) Involved	Time Scale	Costings
➤ Termly Reported to Governors in Headteacher’s Report – as part of the data lead/SEN and HT Sections	Yes		Termly throughout each academic year Start Autumn Term 2017	
➤ Implement newly modified admission form for all new admissions from Sept 2017				
➤ Disseminate Equality Monitoring Form for Staff and Governors	No		Autumn Term 2018	
➤ Timetable the review and Equality Impact Assessment (EIA) of policies			Annually	
➤ County application forms for employment need to be stored with the Equalities page section separated and a database set up for collection of employee data			Throughout academic year	

Monitoring Commentary (Bullet Points)	Evaluation Commentary (Bullet Points)
<ul style="list-style-type: none"> • SLT/HT contributes to Headteacher’s report to Governors in relation to equality issues to date • New admission form not implemented in Sept ’18 due to it being too lengthy and therefore a separate Disability Equality form to be formulated and used following discussion with HT/Admin staff. SLT to amend this for Sept 19 following discussion with HT/SG Admin staff. 	<ul style="list-style-type: none"> • Report completed Dec 2017, March 2018, May 2018,Dec 2018

Priority Three: Raise awareness of Equality and Diversity issues among Pupils, Staff and Governors

Targets: To ensure the school community at all levels are committed to fulfilling the Equality Duties

Success Criteria:

- staff and governors are aware of and understand their statutory obligations under the Equality Act
- An improvement in monitoring racist, homophobic, sexist and other identity - based discrimination and harassment evidences better recognition of incidents, with a downward trend over time
- The curriculum evidences across Key Stages planned teaching of equality and diversity across a range of subjects, covering all Protected Characteristics
- School Uniform Policy is amended to meet new WAG recommendations promoting gender equality

Strategically Planned Tasks:

Strategically Planned Tasks:	On Track	Lead Person(s) Involved	Time Scale	Costings
➤ Continue to promote the international dimension and develop the children’s understanding of Global Citizenship through British Council Initiatives and our current links with Mugarameno Primary School Zambia			2017 – ongoing each academic year	
➤ Audit current places of worship [Parent Questionnaire November Parents’ Evening] attended by our families and extend links with these local faith leaders through visits to raise awareness of faith communities in the local and wider community	Yes		Autumn 2018	
➤ Participate in events such as Christian Aid Week, One World Week and Black History Month to further enhance the learning opportunities for pupils to gain greater understanding of other cultures and languages around the world	Yes		2017 – ongoing each academic year	
➤ Raise awareness and understanding of race equality and anti-bullying initiatives, including participation in Show Racism the Red Card workshops across whole school , Anti Bullying Month [November]	Yes		Academic year - ongoing annually 2019/20	
➤ Provide CPD training for staff member to deliver Anti Bullying programmes linked with SRRC				}£500/

<ul style="list-style-type: none"> ➤ Work alongside Healthy Schools Team to introduce use of Persona Dolls to educate pupils around racial diversity: weekly visit from Healthy Schools Team member to a KS2 class ➤ To invite positive role models to lead Collective Worship and meet with individual classes as a tool for increasing pupil awareness and understanding around diversity in the community ➤ To promote Children’s Rights through Super Ambassadors’ initiative : implement termly mission to ensure all pupils are aware of their rights [UNCRC] ➤ Collate data as a result of termly mission school focus to support research undertaken by Childrens’ Commissioner for Wales [SallyHolland] ➤ Review current data collection and monitoring of all anti-discrimination incidents in order to be proactive in reducing negativity related to all protected characteristics. HT to provide data each term to Governors as part of HT Report ➤ CEWBC [EEG] to consider the amendment of school Uniform Policy in light of new WAG recommendations and in readiness for new intake in Autumn Term 2019 	<p>Yes</p> <p>Yes</p>		<p>Start Spring Term ‘19</p> <p>Academic Year 2018-19</p> <p>Sept 2018 ongoing</p> <p>Sept 2018 ongoing</p> <p>Termly ongoing</p> <p>Spring Term 2019</p>	<p>}School }Budget</p> <p>}£260 }</p>
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Monitoring Commentary (Bullet Points)

- School participates annually in Christian Aid Week, Anti Bullying Week, Black History Month– see Worship File. Pupils regularly engage in fund raising events to support charities. Activities planned and taught during AntiBullying Week [w/c 14/11/18] to support UNCRC.
- Super Ambassadors initiative implemented in Sept – KS2 Candidates along selected with a support team, introduction delivered KS2 assembly and F Ph class sessions. Each class has a Rights of the Child poster which is referred to within teaching sessions. Lead person attended CPD day Sept ’18 and as a result weekly Ambassador meetings held and survey undertaken to assess initial responses which has fed into Action Plan for Wales Commissioner.
- World Children’s Day – whole school wore blue and activities planned Nov 20th. Music video created by Ambassadors to evidence whole school engagement.

Evaluation Commentary (Bullet Points)

