

Strategic Equality Plan 2018/19

Priority One: Reduce Gaps in attainment between pupils from protected groups			
Targets: -To ensure Disabled pupils achieve at the predicted outcomes at KS3 & 4 <ul style="list-style-type: none"> • HIU and ASD students achieve in line with target grades • To establish a tracking process for achievement /ethnicity to identify specific outcomes for specific ethnic groups • Develop 'Star' programme of study to meet the needs of our most complex learners (BTEC) 			
Strategically Planned Tasks:	On Track	Lead Person(s) Involved	Time Scale
To produce report broken down by ethnicity for <ul style="list-style-type: none"> ▪ Attendance ▪ Attainment at KS3/4 ▪ Exclusions 		JP	December 2018
To make time for agenda item at governors sub-committee for presentation and analysis of data set on ethnicity		HT	Spring 2019
Present ethnic data set to WRAP group to establish subject specific targets		JP	Spring 2019
Present exclusion and management behaviour data broken down by <ul style="list-style-type: none"> • Ethnicity • Gender to pastoral leaders to discuss potential differences between ethnicities (gender specific if necessary)		JP	Spring 2019
Agree standard approach to attainment target settings between SEP and wider School Development Plan/SIP (ie congruence between year on year vs trend targets between SEP and SIP)		SLT	Summer 2019

Liaise with ALNco to agree whether attainment targets for pupils with learning disabilities should sit in ALN strategy or SEP (or both)		ALNco/JP/HT	Summer 2019
Carry out analysis by attendance and attainment of Disabled pupils broken down by two subsets <ul style="list-style-type: none"> • Physical impairment • Cognitive impairment <p>For purposes of identifying potential attainment differences of Disabled pupils who are not SEN</p>		ALNco/JP/SLT	Summer 2019

Priority Two: Develop the quality and use of our Equality Information			
Targets:			
<ol style="list-style-type: none"> 1. To ensure that key parental communication is available in most prevalent 4 languages Arabic, Bengali, Urdu, Kurdish 2. Train second cohort of governors in Equality Impact Assessment 3. To continue to Equality Impact Assess all policies due for review during (the lifecycle of this Strategic Equality Plan) 4. Improve quality of equality data held on adults in the school community 			
Strategically Planned Tasks:	On Track	Lead Person(s) Involved	Time Scale
Identify key documents to be translated		JP/SP	Nov 2018

Documents to be translated and available for parents		JP	Feb 2019
JP to meet with Shaun Evans Pask and set date for EIA training for governors		JP	Nov 2018
All policies due to be reviewed 2018-19 to be EIA by Govs/SEP		JP	Summer 2019
JP to contact Ceri Davies (county SIMS team) to ascertain the best way to improve quality of data		JP	November 2018
Analysis of equality data returns on enrolment forms to identify <ul style="list-style-type: none"> • Rate of responses on pupil diversity data • Rate of responses on parent diversity data for purposes of identifying extent of gap (if any) between the two for the purposes of reflection and future planning		JP/Pupil Support	July 2019
Adopt spreadsheets provided by Untethered Ltd for purposes of collating equality data (pending outcome of discussions with Ceri Davies, county SIMS team)		Pupil Support staff	Spring 2019

Priority Three: Teach and train pupils, staff and governors

Targets:

1. Implement whole school hate crime initiative to tackle identity based language, bullying and behavior
2. Staff and Governors are aware of their statutory duties as regards Equality Act 2010

3. The curriculum in all year groups evidences planned teaching of equality and diversity across a range of subjects, covering all Protected Characteristics

Strategically Planned Tasks:	On Track	Lead Person(s) Involved	Time Scale
Train three pupils from each year group as Anti-bullying ambassadors with specific training on how hate-incidents and identity based incidents impact on people from vulnerable groups JP/HA to work with AB ambassadors to draw up action plans		JP	Nov 2018
Draw up Anti Bullying Action Plan with strategies around identity-based incidents and new reporting mechanisms		JP	Jan 2019
Two pastoral leaders to undertake action learning at St Teilo's High School for purposes of learning about a Hate crime Awareness raising programme		JP	Spring 2019
Art department to run anti-hate crime poster competition		PF	Dec 2018
Winning posters displayed around school		JP	Jan 2019
AB anti hate crime ambassadors to lead assemblies both in LHS and feeder primaries		JP	Nov - March
Boys focus group to participate in Plan International UK's action research project on gender equality		HD	Nov 2018
History <ul style="list-style-type: none"> • Pupils in Year 8 will study Transatlantic Slave Trade • Pupils in Year 10 will study the rise of anti-semitism in Nazi Germany along with Nazi treatment of LGBT people, Gypsies/Roma and Disabled people • GCSE Coursework and Year 13 curriculum to include focus on Race Equality via the Civil Rights protests in USA in the mid 20th century and late 1800s in USA 		HOD (History)	Academic Year 2018-19

<p>In RE</p> <ul style="list-style-type: none"> • Pupils in Year 8 Islamophobia and the real meaning of Jihad • Pupils in Year 9 will specifically focus on prejudice and discrimination. Pupils in Year 10 & 11 will study relationships, focusing on heterosexual and same-sex relationships and debate same-sex marriage with reference to the Same Sex Marriage Act and full equality under the law 		HOD (RE)	Academic Year 2018-19
<p>In Geography</p> <ul style="list-style-type: none"> • Pupils studying Geography in Year 12 will learn about female emancipation in developing countries through time, through the Democratic Transition Model. 		HOD (Geog)	Academic Year 2018-19
<p>In Social Sciences</p> <ul style="list-style-type: none"> • At GCSE level pupils will be taught a unit on the changing role and status of women in Britain in the 20th Century. • Pupils studying Health and Social Care will explore the ageing process, and write a report on equality and diversity. 		HOD (Soc Sci)	Academic Year 2018-19
<p>In English</p> <ul style="list-style-type: none"> • Pupils in Year 8 will read the book 'The Boy in the Striped Pyjamas' to discuss religious tolerance and prejudice. • Pupils in Year 10 & 11 study racial prejudice through texts such as Of Mice and Men 		HOD (Eng)	Academic Year 2018-19
<p>In Art</p> <p>Pupils will explore equality themes through the Art curriculum, including work on cultural rituals and fertility through rituals, and explore the work of disabled artists.</p>		HOD (Art)	Academic Year 2018-19
<p>In General</p> <ul style="list-style-type: none"> • Sports opportunities will be provided for girls, e.g. girls rugby. Girls football • Engage with the charity Show Racism the Red Card to offer workshops to pupils. • An assembly will be arranged to mark White Ribbon Day to raise awareness of domestic abuse and challenge stereotypes. • An assembly will be held to mark Holocaust Memorial Day for all year groups. 		PE staff YTL Assemblies I Beck	Academic Year 2018-19

<ul style="list-style-type: none"> • The school will mark United Nations Day, which celebrates people of different races and nationalities working together for the common good. It will also allow us to promote human rights and equality for people across all protected characteristics. Pupils will look at their own rights through the UN Convention on the Rights of the Child. • The school will mark European Day of Languages to celebrate linguistic diversity and give recognition to EAL pupils and their families. • A range of Cultural Festivals will be celebrated including St Davids Day, Eid, Diwali, Hannuka and Chinese New Year. • Untethered to provide Equality Impact Assessment half day training for SLT and selected Governors • Head teacher to procure Equality coaching and mentoring service to further develop Equality policy and procedure across the school in line with statutory Duties in the Equality Act 		<p>School of Sanctuary Assembly</p> <p>MfL/EAL team</p> <p>Assemblies</p> <p>SEP/Govs</p> <p>SP</p>	
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