



Equality Action Plan 2023 / 2024

Targets

Eliminate negative discrimination, harassment, victimization in terms of gender, disability, belief, gender reassignment, pregnancy. Maternity, marriage, civil partnership status or gender orientation

Ensure equal outcomes for the above

Promote good relationships and balance between groups

<i>Tasgau/Tasks</i>	<i>Arweinyddion Leaders</i>	<i>Amserle'n Timescale</i>	<i>Gwaith Cyfredol +Adnoddau Current work and Resources</i>	<i>Costau Costs</i>
Age Promote good relationships across all communities: Various concerts in the community / care home concerts	<i>BMR</i>	<i>/</i>	Adopted the Authority's policy on HR / retirement and appointments. Age range of visitors and school. Staff model behavior with a positive attitude	
Disability Review access strategy in terms of the physical environment, curriculum and information of the School	<i>SLT Estates manager</i>		Building Spec	
Gender Annual report to Governors to include report on data; attendance, attainment, bullying before offering targets (eg nationality, ethnic race)	<i>CE</i>	<i>Autumn 24</i>		

<p><i>Hil / Ethnig</i></p>				
<p><u>"Show Racism the Red Card"</u></p> <p><u>http://www.srtrc.org/educational/competitions/wales</u></p> <p>Promote good relationships across all communities: Various concerts and activities Collaborate with anti homophobic "Digon" Group</p> <p>Celebrating Fair Trade fortnight - services, coffee mornings etc</p> <p>Multi cultural resources available throughout the school (dolls / costumes and various culture artefacts.</p>	<p>JA</p> <p>BMR</p> <p>ERE</p> <p>Review Autumn 25</p>	<p>Spring 25</p> <p>Current</p> <p>Spring 25</p>		
<p><i>Religion</i></p> <p><i>Regular visits and local places of worship (Project 4 wall Yr 4. Regular opportunities to visit the local chapel of Salem</i></p>	<p>JA</p>	<p>current</p>		
<p><i>Sexuality</i></p> <p><i>A series of "Gender Realignment" LEA courses "Family Diversity" "Sexual Orientation"</i></p> <p>Develop the Relationships and Sex Education policy to promote a positive attitude between partners and the diversity of family structure</p>	<p>JA</p>	<p>Current</p>		

General				
<p>Induction INSET guidance Charity / People less fortunate than us Fundraising as a School (Children in Need, Marie Curie, Ty Hafan, Digon) and contributes to community charities (Air Ambulance - Thanksgiving, Velindre Hospital - Pontcanna Carols , NSPCC, Children in Need)</p>	<p><i>RhGH</i> <i>BMR</i></p>	<p><i>Autumn</i> <i>247</i> <i>Currentl</i></p>		
<p>Bullying generally</p> <p>Anti bullying schemes + and virtual boxes “How do I feel“ feed into circle time / Talk about / Elsa. Teachers consistently discuss tolerance and respect for others.</p> <p>Establish yard / interview group and clear expectations + order games to promote co-operation and co-operation Member of missionary of the children's commissioner</p> <p>Clear online anti-bullying policies with advice for parents and pupils + digital comments box.</p>	<p><i>ERE + Staff</i> <i>Staff</i> <i>CE</i> <i>GE</i> <i>RhGH SP</i></p>	<p><i>Current</i> <i>Current (Sept)</i> <i>Current</i> <i>September</i> <i>24</i></p>		