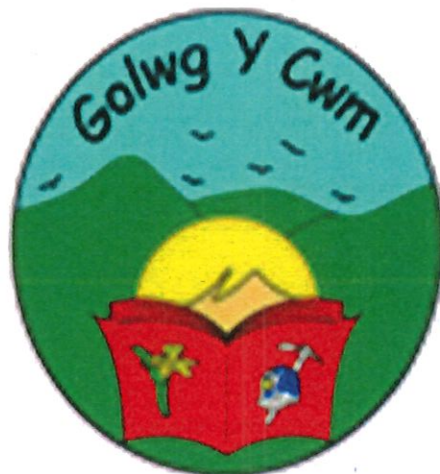


YSGOL GOLWG Y CWM



Strategic Equality Plan

Date	September 2025
Review Date	September 2029



STRATEGIC EQUALITY PLAN

2025 – 2029

SCHOOL	GOLWYG Y CWM
Ratification date	4 th February
Review frequency	4 Years
Next review date	January 2029 for September 2029
Management Committee Chair	Cllr Huw Williams

Accessible Formats This document is available in English and Welsh in Microsoft Word and pdf formats in Arial font size 12 as standard. Other accessible formats including large print, Braille, BSL DVD, easy-read, audio and electronic formats, and other languages can be made available upon request. To request a copy of this document in an accessible format contact 01352 710011.

Introduction

At Ysgol Golwg Y Cwm, we are committed to fulfilling our duty and responsibility to eliminate discrimination and to promote equality for students, employees, and other members of our SCHOOL community, irrespective of their race, gender, disability, gender identity, sexual orientation, pregnancy and maternity, religion or belief, marriage, and civil partnership as defined within the Equality Act 2010.

Reflecting on recent guidance from the EHRC and findings from "Is Wales Fairer? 2023", we have produced our Strategic Equality Plan (SEP) to ensure equality is integrated into every facet of our school's operations. This plan outlines our enhanced priorities for equality from 2024 to 2028, focusing on actions to mitigate identified inequalities, foster an inclusive educational environment, and promote positive community relations.

The Plan will also help us to meet the general duty of the Equality Act (2010):

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means
 - a. removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic, (definition of protected characteristics in Diversity and Equality policy)
 - b. taking 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
 - c. encouraging 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
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Our School and Community Our Vision:

Every day is a new day!

At Ysgol Golwg Y Cwm, we believe that every learner deserves to feel safe, valued and capable of success. We are a diverse and inclusive learning community where compassion, consistency and high expectations drive our approach. Our vision is to challenge discrimination, remove barriers to learning, ensure all learners and staff feel respected, and promote a curriculum and culture reflecting Wales' diverse society and the principles of Cymraeg 2050, ALN reform, and the Curriculum for Wales.

We are a truly inclusive school, committed to working with the community to give our students the best possible chance to their lives. We welcome all young people, whatever their religion, ethnicity or academic ability and we'll provide the learning environment where they'll have the chance to succeed, whatever success means for them.

We are a community that works together, treating each other with patience and understanding, celebrating our individuality, our cultural diversity and supporting those additional needs that make us all unique.

Core Values

- a. At Golwg Y Cwm, everything we do is grounded in a **human rights and person-centred framework**. We believe that every pupil deserves a nurturing, understanding environment in which to learn, grow and flourish.
- b. We are committed to providing **high-quality, accessible education** tailored to the individual needs of every learner. This begins with a **deep understanding and awareness of the needs of those we support**, recognising the unique experiences, strengths and challenges that shape each young person.
- c. We believe in supporting pupils to develop **confidence, self-esteem, emotional resilience and a sense of responsibility**, enabling them to become fully engaged, contributing members of their communities.
- d. In our approach to behaviour and emotional regulation, we **plan and prioritise the use of primary, secondary and non-restrictive tertiary strategies**, ensuring that all interventions are proactive, preventative and compassionate. As an **absolute last resort**, we may

use approved restrictive or non-restrictive practices — but only where necessary to keep everyone safe, and always in line with policy and best practice.

- e. We are a reflective community: we use **reflective practice to review, learn and**, ensuring that every experience becomes an opportunity for growth and improvement.
- f. Ultimately, we believe every pupil should leave Golwg Y Cwm with the **competencies, confidence and readiness to enjoy life and learning**, equipped to thrive beyond our setting.

Profile

A description of our school and its community is set out in our Equality & Diversity Policy. This also describes our commitment and approach to promoting equality in education and employment. All school Governors, employees and students have responsibility for promoting equality and adhering to the policy.

Mainstreaming Equality into Policy and Practice

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways. We aim to provide all our students with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of students;
- monitor achievement data according to the various protected characteristics and action any gaps;
- take account of the achievement of all students when planning for future learning and setting challenging targets;
- ensure equality of access for all students and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;

- provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- encourage classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- include teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our students.

Responsibilities

Management:

The Management has set out its commitment to equality and diversity in the SEP and it will continue to do all it can to ensure that the school is fully inclusive to students, and responsive to their needs based on the various protected characteristics. The Management seeks to:

- ensure that people are not discriminated against when applying for jobs at our school.
- take all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make communications as inclusive as possible for parents, carers and students
- ensure that no child is discriminated against whilst in our school Senior Leadership Team
- embed equality and human rights into our new curriculum for Wales

In order to meet its reporting responsibility, the governing body will report on the progress of the SEP annually, as part of its Annual Report to parents.

Senior Leadership Team

The Senior Leadership Team promotes equality and eliminates discrimination by:

- implementing the school's SEP, supported by the governing body in doing so;
- ensuring that all staff are aware of their responsibilities under the Act and are fully informed of our school's SEP and equality objectives;
- ensuring that all appointments' panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- promoting the principle of equal opportunity when developing the curriculum, and promoting respect for other people and equal opportunities to participate in all aspects of school life;
- treating all incidents of unfair treatment and any incidents of identity-based bullying including racist, homophobic, transphobic and disability related incidents, according to Powys County Council and school policies.

All Staff

The school regards equality for all as a responsibility for all. All members of staff contribute to ensuring that our SCHOOL is a fair, just and cohesive community by:

- ensuring that all students are treated fairly, equally and with respect, and will maintain awareness of the SCHOOL's SEP;
- striving to provide material that gives positive images based on the protected characteristics and challenges stereotypical images;
- challenging any incidents of prejudice, racism or homophobia, and record any serious incidents as prescribed in the LA and SCHOOL's policies, e.g. reporting of racial incidents;
- supporting the work of support staff and encourage them to intervene in a positive way against any discriminatory incidents.

Information Gathering and Engagement

Information

Data and information are reviewed and analysed to measure our performance and identify areas for improvement; subsequent actions are included in the School Development Plan (SDP). All data collected is used solely for the purpose of analysing trends by protected characteristic.

It is stored separately from personal information which identifies the individual and we ensure it meets the requirements of the General Data Protection Regulation Act. To protect the identity of individuals published information contains data which has been aggregated. The Welsh Government and Local Education Authority collate and publish student data provided by schools. Powys County Council publish profile of the workforce.

The wide range of information gathered to identify equality objectives may include the following:

- Powys County Council's Equality Objectives as available on Powys County Council Website
- an analysis of the responses received from students, parents/carers, staff, governors and community groups following the distribution of a questionnaire to determine equality issues. The questions included in the questionnaire do not highlight specific protected characteristics, but seek to obtain stakeholders' views across the board;
- profile of the local community;
- identification of children and young people, parents, carers, staff and other users of the SCHOOL representing the different protected characteristics, if possible and appropriate;
- student attainment and progress data relating to different groups;
- SCHOOL exclusions and expulsions by protected characteristic.
- Free School Meals (FSM) uptake;
- incidents of identity-based bullying and harassment

- reviewing hate incidents for Powys,
- research undertaken by Welsh Local Government Association
- sports and activities choices of all groups;
- data on the recruitment, development and retention of employees;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage.

Engagement

This Strategic Equality Plan is informed by engagement with learners, parents, staff, management committee members, and partner agencies. Evidence includes attendance, attainment and exclusion data, wellbeing surveys, Estyn feedback, and workforce diversity data.

Equality Impact Assessment (EIP)

Equality Impact Assessment refers to the review of all current and proposed plans and policies in order to help us act to promote equality and to ensure no person is disadvantaged by SCHOOL activities through discrimination. Equality Impact Assessments are an ongoing process to ensure that the SCHOOL's plans and policies are developed in an increasingly inclusive and equitable way. At the New Start Centre we undertake Equality Impact Assessments upon new and revised policies and plans to identify potential and actual inequalities and to promote equality and good community relations. This ensures we develop inclusive policies.

Our Equality Objectives

The overall objective of the Strategic Equality Plan is to provide a framework for the SCHOOL to pursue its equality objectives to eliminate unlawful discrimination and harassment; promote equality of opportunity; and promote good relations and positive attitudes between people of diverse backgrounds in all its activities. Our objectives relate to all of the relevant protected characteristics and contribute to meeting the General and Specific Duties of the Equality Act (2010).

Objective 1: Eliminate discrimination, prejudice and harassment

- Develop a restorative approach to tackling discriminatory behaviour.
- Ensure all incidents are recorded and used to inform training and policy.
- Deliver annual equality and diversity training for all staff and governors.

Objective 2: Advance equality of opportunity for learners with ALN, disabilities and neurodiversity

- Ensure full compliance with the ALN and Education Tribunal (Wales) Act 2018.
- Strengthen early identification and personalised planning.
- Embed trauma-informed and neurodiversity-aware practice.

Objective 3: Foster good relations and celebrate diversity

- Embed equality themes across the Curriculum for Wales.
- Promote Welsh identity and cultural diversity through events and displays.
- Strengthen pupil voice and co-production in decision-making.

Objective 4: Promote workforce equality and representation

- Collect and analyse workforce data by protected characteristic.
- Ensure fair and transparent recruitment and promotion processes.
- Provide targeted professional development for underrepresented groups.

Objective 5: Improve communication and accessibility

- Ensure information is accessible and bilingual where appropriate.
- Strengthen relationships with families and partner agencies.
- Develop a digital inclusion strategy for equitable access.

We have action plans covering all relevant protected characteristics. These describe how we are acting to fulfil both the general and specific duties. Our action plans are incorporated into part of the School Development Plan (SDP) which ensures that they are checked, monitored and evaluated systematically. The action plans show:

- the action we will take to meet the objectives
- how we will measure improvement
- who has responsibility for action
- clear time scales

The SCHOOL evaluates the effectiveness of the SEP on a regular basis, through the Management Committee and with Estyn when the SCHOOL is inspected. We developed our Equality Objectives using:

- Views expressed by stakeholders that have been involved in the development of the scheme
- Issues arising as a result of our analysis of our student data, e.g. attainment data of boys compared with girls, up take of Free School Meals, etc.

Monitoring, Review and Publication

A copy of our Strategic Equality Plan (SEP) will be published in English on our website and will be made available in a range of formats on request. The SEP will be monitored on a termly basis by the Management Committee and as part of our School Development Plan (SDP). We will publish an annual report on our progress, which will form part of the Management Committee' Annual Report to Parents. A full review of the SEP will be undertaken and republished by September 2029 or earlier, if as a result of monitoring or new evidence, we need to alter any of our equality objectives or include new objectives.

[Linked in Policies and Frameworks](#)

This plan supports: Curriculum for Wales Design, ALN Policy, Safeguarding, Anti-Bullying, Attendance, Staff Code of Conduct, and the School Improvement Plan.

Contact Information

For further information or to request this plan in another format, please contact:

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Next review date: September 2029

SIGNED

CHAIR OF GOVERNORS



HEADTEACHER



Ysgol GOLWGG Y CWM

Strategic Equality Plan 2025-29

Equality Objectives & Action Plan

Equality Strand	Action	How will the impact of action be monitored?	Responsibility	Timeframes	Success indicators
1	Monitor and analyse pupil achievement by protected characteristic and act on any trends or patterns in the data that require additional support for pupils. Monitor gender gaps and act through improvement planning to reduce any inequalities	Achievement data analysed	SMT, GB	Annually	Analysis of teacher assessments / annual data demonstrates the gap is narrowing for equality groups
2	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the School Council by election or co-option), class assemblies, etc.	School council representation monitored by race, gender, disability	All staff Pupil Voice Co-ordinator	Annually	Diversity in School Council Membership
3	Ensure that displays in classrooms and corridors promote diversity in terms of race, gender and ethnicity.	Increase in pupil participation, confidence and positive identity- monitor through PSE	All staff Pupil Voice Co-ordinator	Ongoing	More diversity reflected in school displays across all year groups
4	Identify, respond and report incidents related to protected characteristics as outlined in the Plan. Report the figures to the Governing body / Local	HT /GB will use the data to assess the impact of the school's response to incidents i.e. have whole school/year group approaches led to a decrease in	HT, GB	December, April, July	Teaching staff are aware of and respond to racist incidents

Authority on a termly basis.

incidents, can repeat offenders be identified, are pupils and parents satisfied with the response

