

Porth Community School
STRATEGIC EQUALITY PLAN FOR 2022-2026

Date of Issue: Autumn 2022
First review of the Strategic Equality Plan: Autumn 2023
Formal review of Strategic Equality Plan: Summer 2026

Equality Objective 1 Reduce difference in attainment between boys and girls and between other protected groups as identified in local data (Age, Gender Reassignment, Sex, Disability, Sexual Orientation)

Engagement Findings – Progress meetings – CSC/LA/Governors/Stakeholders, Pupil Voice as part of school self-evaluation programme, APP meetings with staff, Parent Voice – MAT conferences/Parent evening/Annual Reviews/Attendance Meetings/Wellbeing Meetings.

Key Self-Evaluation Findings – Self-evaluation shows a gap between performance of boys and girls with girls outperforming boys and some protected groups are below target.

Further data required in future – Pupil performance data to include external and internal examinations, assessments and personalised assessments.

Success criteria - Gap continues to narrow between performance of boys and girls and standards improve in protected groups.

Actions	Description	Resources	Lead Officer	Start Date	End Date
1.1	Data analysis of external and internal examinations and assessments, National Tests for all Year groups Teachers using data to inform planning and teaching to raise attainment	Funding for interventions strategy – literacy and numeracy catch-up	Deputy Headteacher – Standards	September 2022	August 2026

Equality Objective 2 – Strengthen pupil leadership and their voice in forming school policy and practice (Age, Gender Reassignment, Sexual orientation, Disability)

Engagement Findings – ESTYN, Progress meetings – CSC/LA/Governors/Stakeholders, Pupil Voice (Senedd) as part of school self-evaluation programme, identifies and confirms priorities

Key Self-Evaluation Findings - Self-evaluation shows pupils need to develop their leadership skills to shape the school learning environment

Further data required in future – Senedd minutes/Pupil Voice/Self-evaluation observation

Success criteria - Pupils actively informing school planning and provision. Pupils support recruitment. Pupils attending Governors meetings – Pupils establish positive links with the wider community

Actions	Description	Resources	Lead Officer	Start Date	End Date
1.1	To further develop the Senedd to include a fair representation of pupils in the school to foster strong relationships in school between those that have protected characteristics and those who do not.	Funding for School Senedd	Extended SLT – Outcome 6	September 2022	August 2026
1.2	Encourage representative at Youth Forum.	Funding to attend forum	Extended SLT – Outcome 6	September 2022	August 2026
1.3	Introduce leadership academy for Years 5 to 9	Funding for resources	Director of Learning and Teaching	September 2022	September 2024

Equality Objective 3 - To promote equality and celebrate diversity through the curriculum and pastoral provision through the support of pupil's mental health and gender identity (Age, Gender Reassignment, Sexual orientation, Disability)

Engagement Findings - ESTYN, Progress meetings – CSC/LA/Governors/Stakeholders, Pupil Voice (Senedd) as part of school self-evaluation programme, identifies and confirms priorities

Key Self-Evaluation Findings – Self-evaluation shows increasing diversity in school population. Review of Pastoral programme to provide support of and experiences to celebrate deeper understanding of these differences.

Further data required in future – Senedd Minutes/Pupil Voice/LGBTQ+ Voice, school self-evaluation schedule

Success criteria - Revised and updated SOW in PHSE and Pastoral programme with equality – linked tasks

Actions	Description	Resources	Lead Officer	Start Date	End Date
1.1	Introduction and embed mental health/gender identity programme within Pastoral programme and PSHE curriculum	Funding for resources/visitors. Time to revisit and develop Pastoral Programme and PSHE curriculum.	Pastoral Curriculum Director of Wellbeing and Inclusion Subject Curriculum Directors of Health, wellbeing and skills	September 2022	August 2024
1.2	Introduce weekly LGBTQ+ drop in sessions in Nythbran, accessible to all pupils	Dedicated place to meet	Director of Wellbeing and Inclusion	September 2022	May 2023
1.3	To develop pupils understanding of the reasons for people becoming refugees and how to support them to integrate into our community.	Time to revisit and develop the PSHE curriculum	Director of Health, Wellbeing and Skills	September 2022	September 2023

	The PSHE curriculum will be further developed to encompass this.				
1.4	To further develop pupils understanding of cultural diversity through the PHSE curriculum. To further extend the current PHSE curriculum.	Time to revisit and develop the PSHE curriculum	Director of Health, Wellbeing and Skills	September 2022	September 2023