



Burlais Primary School

Strategic Equality Plan 2024 – 2028

Annual review March 2026

Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators	Evaluation
Protected Characteristics	<p>To promote messages and positive role models across all protected characteristics and increase participation and achievement within these groups</p> <p>Publish and promote Equality Policy through school website,</p>	<p>Specific question regarding equality to be continued in parent survey.</p> <p>Invitation for parents to respond to published document</p>	HT, GB	<p>By March 2025</p> <p>Annually thereafter</p>	<p>All staff familiar with principles of the policy and use them when planning lessons, creating classroom displays</p> <p>Parents are aware of policy and</p>	<p>The policy has been completed and is being used successfully by staff.</p> <p>Parents/Governors and the wider community have successfully contributed to the policy.</p>

	newsletters, staff meetings				have communicated interest / amendments	
Protected Characteristics	Monitor and analyse pupil achievement by protected characteristics act on trends / patterns in the data that require additional support in order to narrow the gap	Achievement data analysed by protected characteristics	HT, SMT	Annually	Analysis of teacher assessments/ annual data indicates the gap is narrowing for equality groups	There are no differences in achievement for identified groups.
Protected Characteristics	Ensure the curriculum promotes role models and heroes that young people positively identify with which reflect the school's diversity	Increased pupil participation, confidence and achievement levels	All staff	Sept 2024 – Sept 2028	Increase in participation and confidence of targeted group	The updates curriculum successfully promotes a variety of role models. Particular successes have been achieved studying a number of diverse role models for the national SRTRC awards where we won a national prize,

						building on 3 last year.
Protected Characteristics	Ensure that displays in classrooms and corridors reflect the diversity of the community we serve	Increase in pupil participation, confidence and positive identity – monitor through H & WB pupil groups	HT, SMT	On-going	More diversity reflected in school displays across all year groups	Diversity is successfully highlighted across many school displays.
Protected Characteristics	Ensure all pupils are given the opportunity to make a positive contribution to the life of the school e.g. through involvement in the pupil Senedd groups, class assemblies etc.	Pupil Senedd group representation monitored by race, gender, disability	HT	On-going	More diversity in school council membership	The pupil Senedd is a diverse group and full representative of the pupil population.
Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators	
Racial Equality	Engage with anti-racism charities and ethnic minority support agencies such as the Ethnic Minorities Youth Support Team	The HT and Governing Body will assess the impact of the school's response to incidents i.e. have whole school/year group approaches led to a	HT, Gov Body	Reporting in termly report to gov's	All staff aware of and respond to racist incidents	A new online form for reporting racist incidents is now in place to liaise with the LA. This is robustly used to report

	(EYST) and Show Racism the Red Card (SRTRC) to promote positive relationships. Ensure racial incidents are reported, monitored and acted upon effectively	decrease in incidents, can repeat perpetrators be identified are pupils/parents satisfied with outcomes?			Consistent nil reporting is challenged by G Body	incidents. MyConcern is also used to and record incidents and the outcomes. These are successfully reported to the Governing Body on an annual basis.
Gender Equality	To encourage girls to participate in sport outside of school and extra-curricular activities in school to ensure participation rates reflect the school population	Increased participation of girls in sports clubs and extra-curricular activities	HT, SLT, H &WB Lead	Ongoing	Increased participation rates	All clubs are successful used by girls, equally to boys.
Disability Equality	Promote Governor vacancies with leaflets in accessible formats and specifically welcoming applications from disabled candidates	Monitoring of applications by disability to see if material was effective	GBody	Ongoing	Increased number of applications from disabled candidates. Increased number of disabled GB members	Ongoing

Racial	Celebrate cultural events throughout the year to increase pupil and community awareness of different ethnic groups and beliefs Involve representatives from a range of these to participate in our celebrations	Survey of participant and stakeholder	PTFA, GB, SMT	On going	Increased awareness of different communities, beliefs and ethnicity as evidenced via survey analysis	We have successfully celebrated cultural events linked to the diverse nature of the school.
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