

Appendix 1

Strategic Equality Plan 2024-28 Action Plan

Equality Objective 1:	Reduce feelings of isolation and increase sense of belonging and safety in children.		
Our Research:	KiVa pupil survey June 2025 shows some instances of bullying in older year groups. ALN pupils often prefer to work alone and struggle to integrate with peers in the classroom environment. Some areas of the school are less well developed and in need of attention eg outdoors. Through provision meetings, general discussions and observations an increasing number of pupils are displaying behaviours linked to trauma and challenges such as ADHD and Autism and require adaptations and support. Spaces have been identified for pupils to work away from main classroom, but Nannerch’s room is underdeveloped currently. Feedback from children shows that there is a need for ‘cozy’ safe spaces in the outdoors for playtimes at both schools.		
Information and Engagement:	BS to continue to lead on KiVa across the federation. AT to attend the ‘Belonging’ strategy steering group and feed this work into school. Staff to work in pairs to develop the learning environment. ALNCo to attend cluster meetings and share advice and recommendations. Continue to work with outside agencies, educational psychologist and Autism adviser to develop appropriate provision to support nurture and ALN. ELSA staff at Nercwys to support staff at Nannerch with running of nurture sessions and provision.		
Success Criteria:	1.Incidents of bullying reduce and pupils report that teachers deal with bullying effectively and fairly. 2. Pupils with ALN /trauma receive good support and have well-resourced spaces which helps to meet needs effectively. 3. Outdoor areas at each school have alternative ‘cosy’ safe spaces and children identify and use these spaces when needed.		
Actions			
Description	Protected Characteristic	Lead	Time frame
1. To deliver regular KiVa lessons and ensure staff are kept fully up to date	Any vulnerable group or pupil perceived as ‘different’ eg ALN, poverty, gender or interests and hobbies	BS	Ongoing

with KiVa processes and actions			
2. To develop the nurture room at Nannerch through the use of school funds and available grants i.e. Thomas Howell	Specific groups – Additional Learning Needs, Social Emotional Needs	SLT JR	Ongoing
3. To develop outdoor cosy cabin spaces through parental groups, grants and school funds	Additional Learning Needs, Social Emotional Needs, EAL, FSM.	SLT Governors	By Easter
4. ELSA staff to visit Nannerch half termly to support with programmes.	Additional Learning Needs, Social Emotional Needs, EAL, FSM.	HA GR	Termly ongoing
5. To implement recommendations from educational psychologist for specific ALN needs including bespoke programmes of learning and approaches to teaching.	Additional Learning Needs, Social Emotional Needs, EAL, FSM.	ALNCo SLT	Termly ongoing

Equality Objective 2:	Improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities and cultures		
Our Research:	Estyn report in March 2023 noted that the federation’s planning for equality and diversity were in early stages. Medium Term Planning and Curriculum coverage demonstrates insignificant time given to these areas currently. When covered not necessarily linked to topics and sometimes taught as isolated stand alone lessons. Ethically and Informed Citizens – One of Four Core Purposes of the New Curriculum. Our mission statement is ‘Challenging Minds and Growing Hearts’ how do we do this for all communities, faiths and cultures?		
Information and Engagement:	HT and RVE lead to attend PLCs with other CiW schools. To work in collaboration with Emily Lloyd from Church in Wales on planning of topics. Staff to use KiVa and Jigsaw to promote understanding and positive attitudes.		
Success Criteria:	1. Planning includes coverage of teaching of different faiths and cultures. 2. Pupil voice shows that pupils show respect for and understand diversity. 3. Pupils of all backgrounds feel represented in the work of the school.		
Actions			
Description	Protected Characteristic	Lead	Time frame
1. . To use RVE guidance from CiW website for planning using the RVE lenses to include pluralistic and non-religious and philosophical convictions.	Religion and faith	SLT BS	Spring 2026 - Termly

2. Use of KiVa lessons to develop positive attitudes to differences promote key idea of 'difference is richness' amongst children.	Gender, sexuality, culture, religion	BS SLT	Termly
3. Plan for diversity during topic planning and embed throughout teaching.		All teachers	Termly
4. Plan to teach key events throughout the year to celebrate other faiths. Include in collective worship timetable and RVE lessons.	Religion	All teachers	Termly
5.			

Equality Objective 3:	<i>Reduce inequalities in Representation and Voice</i> - To increase the number of children and in specific protected groups participating and contributing to the school council, Worship committee and Criw Cymraeg, and to be encouraged to take on roles of responsibility and to have their voices heard.
Our Research:	Observations and discussions show that pupils from specific protected groups do not volunteer for pupil voice groups and do not make their voices heard.

	When pupils are selected their attendance at meetings is often poor with pupils dropping out soon after.		
Information and Engagement:	Liaise with other cluster schools with ideas to increase engagement. Pupil voice with specific groups of pupils to ascertain how best to engage and involve pupils. Look for best practice case studies on Hwb or Estyn reports.		
Success Criteria:	1. Pupils from specific protected groups are represented on each pupil voice group. 2. Pupils play an integral part in these groups and report that their voice is heard. 3. Pupils report that they feel valued and can influence the work of the school.		
Actions			
Description	Protected Characteristic	Lead	Time frame
1. Research case studies and gather good practice.	ALN, SALT, EAL,	SLT	By March 26
2. Gather pupil views of how to carry out meetings and share with staff. Timetable these to ensure happening regularly eg every other Friday to OTB	ALN, SALT, EAL	JR BS	February 26
3. Form pupil voice groups – ensuring all pupils are included change the current system of voting to children selecting 1 of 3 groups to be part of.	ALN, SALT, EAL	JR AT	Spring term
4. Worship council to meet at least half termly and plan ‘Values day’ to include arts and crafts activities and plan how to display the work.	ALN, SALT, EAL	AT	Termly ongoing
5. School council to present ‘the right of the month / monthly matters’ in assemblies each month and to lead on rights work. To use supporting materials.	ALN, SALT, EAL	JR BS	Begin January