



School Equality Plan

Blaenau Gwent Local Authority has developed its fourth **Strategic Equality Plan for 2024-2028** which sets out how we will meet our duties under the Equality (Wales) Act 2010. As a school we want to put equality at the heart of everything we do to maximise well-being outcomes for our residents, local communities, staff, and our pupils, now and in the future.

At The River Centre 3-16 Learning Community, we have an important part to play in contributing towards this plan. **We** are committed to **Equality, Diversity and Inclusion** and will continue to support all our pupils, including, but not limited to, those protected by the Equality Act.

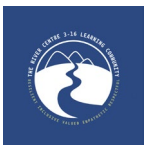
We will work towards.

- Eliminating unlawful discrimination, harassment, and victimisation.
- Advancing equality of opportunity.
- Fostering good relations.
- Embedding working principles across our delivery, ensuring that we create an equal/fair learning culture for staff, pupils, and the community.

How we will deliver.

The River Centre 3-16 Learning Community's School Equality Plan sets out how we will work towards ensuring that Equality & Diversity is as the heart of everything we do and is integral to our School Development Plan and School Policies & Procedures to ensure fairness for pupils, staff, and parents/guardians.

Outcome Focused Equality Objectives:	How we aim to do this:
<u>Equality Objective 1</u> We will be a fair and equitable school.	• We will take a whole school approach to delivering the plan with all stakeholders informed and updated on its evolution. • All key decisions made will have due regards to the Equality Act (2010). • We will provide progress updates and share good practice examples with the Education Directorate/ Policy & Partnerships team to contribute to the Council's Strategic Equality Plan 2024-28 Annual Report. • We will design a Charter that highlights our commitment to ensuring there is equitability in our enrichment and curriculum offer. • We will make our pupils aware of the UNCRC
<u>Equality Objective 2</u> We will be a school that champions diversity and inclusion.	• We will ensure recruitment & selection policies outlined by Blaenau Gwent Council are followed and documented. • We will work with staff to identify appropriate training and support on an ongoing basis. • At our regular staff meetings we will ensure there is a whole school approach to Equality, Diversity, and Inclusion, working together to identify and address key issues. • We will ensure all staff receive Introduction to Equality & Diversity training which will be documented and monitored. • We will ensure staff receive regular updates on Equality matters. • We will signpost support services to all stakeholders • We will take steps to meet the needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times) • We will consider equality, diversity and inclusion in our decision-making, and our school will always consider the impact of significant decisions



	on particular groups. For example, when a school trip or activity is being planned, our schools considers whether the trip: - Cuts across any religious holidays - Is accessible to pupils with disabilities - Has equivalent facilities for all
<u>Equality Objective 3</u> We will create a fair and inclusive learning culture for all children and young people with a focus on equality, diversity, and inclusion.	• We will identify specific training needs for staff to enhance learning for pupils with protected characteristics. • We will work with Blaenau Gwent Council to monitor pupil attainment and support our pupils to reach their learning ambitions, through appropriate support and guidance. • We will work with pupils with protected characteristics to ensure that the school continually improves. • We will analyse data in line with outcome focused equality objectives. This will support us in ensuring there is provision for all. • We will work with pupils with protected characteristics to continually improve and develop awareness to support better learning outcomes, ensuring a better understanding with staff/pupils as well as working effectively with key partners to support this.
<u>Equality Objective 4</u> We will promote and support inclusive, safe and cohesive communities.	• We will operate a zero tolerance to bullying & hate crime within and outside school. • We will develop a learning culture where bullying and hate crime is understood through classroom-based activities and celebrate commemorative days. This could include days such as Holocaust Memorial, Black History Month, LGBTQ+ History month etc. to celebrate, share, learn and raise awareness. • We will report all incidents of bullying using "My Concern" and develop interventions with the pupils/families to educate and support. • We will actively listen to pupils and parents around concerns raised from within and outside school to take appropriate action when required. • We will work with partners/agencies to deliver training within school to support learning for staff and pupils. • We will celebrate diversity & culture through exploration and learning. • Provide opportunities for all to learn about other cultures and have evidence of the range of cultures the young people explore • •
<u>Equality Objective 5</u> We will ensure effective engagement and participation for all people with protected characteristics.	• We will work with pupils and parents to raise awareness and understanding of protected characteristics through classroom-based activities and wider community engagement. • Through engagement and classroom-based activities we will explore similarities and differences to bring pupils and communities together. • We will work with pupils with protected characteristics to continually improve and develop awareness to support better learning outcomes, ensuring a better understanding as well as working effectively with key partners to support this.
<u>Equality Objective 6</u> We will strive to reduce inequality caused by poverty	• We will work with partners/agencies to deliver key programmes that will support those with protected characteristics to tackle inequality. • We will use grant funding, where appropriate, to support all pupils impacted by poverty.



	• We will ensure that as a school those affected are supported to learn through identified support/interventions and/or learning materials/equipment they may need to reach their learning potential. • We will promote cost of living support schemes to support our learners and their families. • We will consider the Children in Wales's Child Poverty Reports findings. • We will develop a curriculum that supports our pupils in qualifications success to enable them to have high aspirations and access further education • We will use our family and community engagement officer to improve the support families can provide their child • We can use grants to provide discretionary funding to alleviate the direct effects of poverty on the pupils' school experience
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