

ST MARY'S CATHOLIC PRIMARY SCHOOL



Strategic Equality Plan & Equality and Diversity Policy 2018-2019

**Revised June 2019
Review Date: September 2020**



Accessible Formats

This document is available in English and Welsh in Microsoft Word and pdf formats in Arial font size 14 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 01244 570594 (school).

Adoption by School Governors

The Strategic Equality Plan was agreed by Governors:

..... (Signature)

Chair of School Governors

.....Date



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**Learning and Loving
Caring and Sharing
through
The message of Christ**



St Mary's Catholic Primary School is a happy community where we are loved and valued as individuals.

As Disciples of Jesus, we learn together, pray together and celebrate together as one in God's love.

Together with parents/carers, the parish and the wider community, we prepare our children to live and build God's kingdom on earth.

1. Introduction

Welcome to our Strategic Equality Plan and Equality and Diversity Policy.

It has been produced to comply with the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

This document sets our equality objectives, a summary of what we hope to achieve and the steps we will take to deliver those objectives as an employer, as an educational establishment and as a part of our local community.

The document will be in place for a maximum of four years and will be subject to regular review. We will publish an annual report setting out the progress we have made against our objectives and summarising the effectiveness of our action plans. We will include this as part of our Governors' Annual Report to Parents

Should we update any of our equality objectives during the lifetime of this plan we will publish those changes promptly.

Although we have published our Strategic Equality Plan as a document in its own right it does not stand in isolation. It is an integral part of the policy framework and the culture of our school. We expect Governors, teaching and non-teaching staff, pupils and visitors to our school to play their part in making equality a reality and promoting a positive, welcoming and inclusive school environment.



Our plan and policy helps us to advance equality across all of the 'protected characteristics' set out in the Equality Act 2010

- Age
- Disability
- Gender reassignment
- Race
- Religion and belief
- Sex
- Sexual orientation
- Marriage and civil partnership

2. About our School

Description of our school

St Mary's is a Catholic Voluntary Aided Primary School situated in the centre of Wrexham town and first established in 1893. The school provides English medium education to children aged 3-11 years. Welsh is taught as a second language.

The school has served the parishes of St Mary's Cathedral in Wrexham and also the parishes of Llay and Rossett, Ruabon, Llangollen, Chirk and Corwen for over a 100 years. We have around 400 pupils on roll.

Pupil Profile

54% of our pupils are girls and 46% are boys, 5% are eligible for free school meals and 9% are on the ALN Register. The school population comprises a wide range of ethnic backgrounds, including: Asian, Black European, Filipino, Greek Cypriot, Indian, Polish, Portuguese, Romanian, Sinhalese, Spanish, White British, White European, White and Black African. Different Religions or Beliefs represented in our school include: Catholic, Christian, Anglican, Buddhist and other religion; 59% of pupils currently speak English as an additional language. Whilst we do not currently have pupils with a range of disabilities on our roll we do aim to be a fully inclusive school.

Staff Profile

We have 40 teaching and non-teaching staff in our school; 100% of teaching and non-teaching staff are White British/ Other European. 95% of our staff are female and 5% of our staff are male. 10% of our staff are Welsh-speaking.

Governor Profile

We have 13 school governors. The school governing body is made up of 54% men and 46% women. 100% are White British/ White European with no one from a Black, Asian or minority ethnic backgrounds at present.

Additional information

To support working parents we operate before and after school club on a daily basis. Childcare is also available for most school holidays.

3. About our Plan

Purpose of the Plan

We recognise and celebrate the growing diversity of the local and regional population. This plan sets out our equality objectives and includes our Equality and Diversity Policy Statement and sets out how our school will address diversity and contribute to improving equality outcomes.

The purpose of our Strategic Equality Plan (SEP) is to document the steps we are taking to fulfil the legal duties set out in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

When carrying out our functions we must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The plan helps us to improve our approach to equality across all of the 'protected characteristics', and to embed fairness and equality deep in the heart of our school community and in all aspects of our school plans and policies.

How our Plan was Developed

We have adopted the Model Strategic Equality Plan that was developed by Wrexham County Borough Council in partnership with local schools. We have created our own action plan under each objective.

Our school is a member of the Equality Network for Schools established by Wrexham County Borough Council to help schools work together on equality and diversity issues and access specialist skills and support.

Wrexham County Borough Council published their Strategic Equality Plan in April 2012 setting out six local and six regional equality objectives for North Wales. These have formed the basis of the equality objectives included within the model Strategic Equality Plan for schools in Wrexham. We believe that this approach provides an important focus on key issues for schools that will be enhanced by joint working across Wrexham.

We have included an action plan for each equality objective. This sets out how we will contribute to the regional equality objectives we have adopted and the local objectives that will help us to improve the way we work and the way we manage equality in our school.

Our equality objectives are based on local, regional and national priorities within Education as well as feedback from engagement that took place regionally and locally as well as with our school community.

We have sought the views of Governors, staff, parents and people in our local community when setting our objectives, developing our action plan and agreeing this Strategic Equality Plan.

How our Plan will be Monitored

The Governing Body and Head teacher will work together to monitor the Strategic Equality Plan – this will include a discussion at Governor meetings at least twice a year.

Our Arrangements for Annual Reporting

We will publish our annual report as part of the Governors Annual Report to Parents. This will set out the progress our school has made against our equality objectives, the effectiveness of our action plans and other relevant information.

We will publicise it across our school community and publish it on the schools website and on the website of WCBC in English and Welsh.

We will ensure this is available in a range of accessible formats.

Information Gathering and Engagement

One of our priority areas (Equality Objective Seven) is to implement effective arrangements for gathering equality information and data. We recognise that this is central to our ability to meet the legal duties.

We will work with the Equality and Diversity Network for Wrexham Schools supported by Wrexham County Borough Council's Equality Manager and Human Resources team to develop a common equality monitoring form for schools that we can use to monitor our workforce and the profile of our governors.

We have adopted the recruitment and selection policies and procedures of Wrexham County Borough Council and work closely with them when recruiting new staff.

Wrexham County Borough Council also support a number of our functions such as our allocation policies and procedures. We will work with the relevant departments of Wrexham County Borough Council to review our equality monitoring arrangements.

We will work with the Equality and Diversity Network for Wrexham Schools Wrexham County Borough Council's Equality Manager, and the Lifelong Learning Department and the Human Resources department to draw up clear plans for improving data gathering, analysis and reporting.

Equality Impact Assessments

One of our priority areas (Equality Objective Eight) is to implement an effective system for assessing the equality impacts of our policies and decisions.

We will work with the Equality and Diversity Network for Wrexham Schools supported by Wrexham County Borough Council's Equality Manager, to develop and adopt a common Equality Impact Assessment Toolkit for schools to use.

Training and Awareness Raising

One of our priority areas (Equality Objective Nine) is to ensure staff and governors have undergone equality and diversity training.

We will follow an equality training plan for our schools and encourage staff and governors take up opportunities to attend equality and diversity training provided by Wrexham County Borough Council and raise awareness of a range of e-learning modules available.

We will embed equality and diversity training into our induction processes. In addition we will ensure that relevant information is made available to staff, improving the use of notice boards to myth-bust and promote key messages to pupils, staff, parents, guardians and visitors to our school

We will work with the Equality and Diversity Network for Wrexham Schools supported by Wrexham County Borough Council's Equality Manager to develop and promote a range of training and elearning modules.

4. Our Equality Objectives

In all we have adopted nine equality objectives. This consists of the six Regional Strategic Equality Objectives for North Wales and three local equality objectives that will improve our ability to meet the legal duties.

These are the regional objectives for North Wales that we have adopted for our school and will contribute to.

Objective One	Reduce Health Inequalities
Objective Two	Reduce unequal outcomes in Education to maximise individual potential
Objective Three	Reduce inequalities in Employment and Pay
Objective Four	Reduce inequalities in Personal Safety
Objective Five	Reduce inequalities in Representation and Voice
Objective Six	Reduce inequalities in access to information, services, buildings and the environment

These are the local objectives that we have adopted for our school

Objective Seven	Develop our equality monitoring arrangements
Objective Eight	Develop procedures for carrying our equality impact assessment
Objective Nine	Increase levels of understanding and knowledge of equality and diversity



The action plans set out how our school will contribute to each of the regional objectives for North Wales and our arrangements for delivering our local objectives.

North Wales Objective One: Reduce Health Inequalities			
School Priority: To improve the health and wellbeing of our pupils			
What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Achieve the Healthy Schools – National Quality Award within 2 years ensuring that diversity is embedded in all activities	Siobhan Davies	National verification	By September 2018 Achieved October 2018 To continue for Academic Year 19/20
Continue to reinforce Healthy Tuck 4/5 days a week across the school.	Eco Committee, Eco Reps, Siobhan Davies	Eco Surveys	July 2017 Achieved October 2018 Ongoing

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Health and Safety Policy

Health and Hygiene Policy

Healthy Schools (NQA) evidence folder

Documentation received from Healthy Schools' Team

Documentation produced by school for Healthy Schools' Association

North Wales Objective Two: Reduce unequal outcomes in Education to maximise individual potential

School Priority: To support our pupils to achieve their potential

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Review our monitoring arrangements to cover all relevant protected characteristics and carers and action plan accordingly so that we better understand any connections between educational attainment, barriers and protected characteristics	Rachel Acton Natalie Jones Kevin O'Toole	Incorporated within annual assessment analysis showing comparison data for specific groups of learners eg EAL, FSM.	Ongoing
Analyse educational attainment profiles by protected characteristic	Rachel Acton Natalie Jones Kevin O'Toole	As above	Ongoing
Take account of cultural differences, caring responsibilities and other diversity issues when designing individual programmes	All teachers, as necessary.	Procedure in place to ensure diversity is considered when completing IEPs	Ongoing
Review curriculum policies to ensure accessibility issues are embedded and action plan accordingly	SMT, Governors, Subject coordinators as necessary	Ongoing process as policies are updated	Ongoing

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Assessment Policy, Target setting data analysis – fsm/eal performance, Curriculum policies.

North Wales Objective Three: Reduce inequalities in Employment and Pay

School Priority: To develop a diverse and skilled workforce

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Work with Wrexham County Borough Council to identify if there are any pay gaps and action plan accordingly.	Rachel Acton Staffing SAC	As advised by WCBC	Ongoing
Review the way we advertise teaching and non-teaching posts within our school to ensure that we are reaching a diverse range of candidates.	Rachel Acton Staffing SAC	Follow HR procedures for monitoring	Ongoing
Train staff involved in recruitment and selection on equality and diversity	Rachel Acton	Number of staff trained	When training is offered by WCBC

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

School Teachers' Pay and Conditions documents
Employment documents issued by HR department

North Wales Objective Four: Reduce inequalities in Personal Safety

School Priority: To ensure that staff and pupils feel confident to report issues of concern

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Work with WCBC to adopt procedures that help to reduce identity based incidents and bullying in our schools across all of the protected characteristics	Rachel Acton Natalie Jones Kevin O'Toole	Policy and procedures adopted.	Attend relevant courses/meetings if offered.
Adopt and publicise a "Dignity at Work" policy for our workforce from WCBC.		Policy and procedures adopted	January 2017
Ensure staff and volunteers are trained to deal with identity based bullying and hate incidents	AS above	Number of staff trained. Non -teaching staff aware of reporting procedures.	On-going training incorporated within teacher/NQT training programmes.
Include information on identity based bullying, trafficking, honour based abuse, domestic abuse etc in our school prospectus	Rachel Acton	School prospectus amended to express our expectation regarding ethos and conduct.	September 2016/ annually

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Healthy Schools Scheme (NQA)- work on keeping safe

Work with PC Ellis schools' liaison officer
School prospectus
School ethos

North Wales Objective Five: Reduce inequalities in Representation and Voice

School Priority: To ensure that a wide range of people are able to have their say on decisions relating to our school

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Introduce equality monitoring for the profile of the school governing body to establish how representative it is of the local population and school community	Clerk	Monitoring exercise carried out and information recorded	On going as gov. body changes.
Review the way we currently advertise vacancies and the process of nominations for school Governors to ensure that we are attracting a diverse range of people to engage with the schools decision making processes	HT, Chair of Gov,	Review completed and plan in place	On-going
Improve equality monitoring arrangements to improve our understanding of the profile of job applicants and the schools workforce.	HT/ Staffing Committee	Revised arrangements in place Y/N	On-going
Increase the diversity of people who support the school for example the Friends, volunteers, parent helpers etc reflect the local population	HT/ SMT	Monitoring exercise carried out and information recorded	On-going

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Work of school council, school health council and school eco committee.

North Wales Objective Six: Reduce inequalities in access to information, services, buildings and the environment

School Priority: To ensure our schools is accessible, inclusive and welcoming to pupils, parents/guardians, staff & visitors.

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Review current arrangements for the publication of information and action accordingly	HT	Review completed and procedures in place	
Adopt the RNIB Clear Print Guidelines	HT/ all staff and governors	All policies in compliance	
Review arrangements for raising awareness of the availability of information in accessible formats and communication support and action plan accordingly	HT	Review completed and actions in place	
Circulate the Valuing Diversity "Guidance for Schools – Young Carers" and "Disability Etiquette Guide" to staff.	HT	Guide circulated/ shared on Hwb	
Review how accessible the school is to people with physical and sensory impairments and action plan accordingly	HT/ Premises SAC	Review completed and action plan in place	
Ensure key people in the school know how to access The Big Word translation and interpretation service and other communication support services	HT	Information to be added to school handbook and poster on noticeboards	

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;
Widen approaches of home school communication

Objective Seven: Develop equality monitoring arrangements

School Priority: To develop equality monitoring systems that help our school to meet the equality duties, and improve our understanding of equality outcomes across our school community

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Work with Wrexham County Borough Council and the Schools Equality Network to develop a standard equality monitoring form	HT	Form developed by LA and in use	
Raise awareness of the purpose and benefit of equality monitoring	HT/ all staff/ governors	Information provided to staff / governors and added to schools handbook	
Review our current arrangements for equality monitoring and action plan accordingly	HT/ Governing body	Staff awareness/ Action plan is in place	
Train key members of staff to lead on equality monitoring for our school	HT/ SMT	Number of staff trained	

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Objective Eight : Develop procedures for carrying out equality impact assessment			
School Priority: To develop arrangements for carrying out equality impact assessments			
What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Work with Wrexham County Borough Council and the Schools Equality Network to develop an equality impact assessment toolkit for Wrexham Schools		Toolkit developed and in use	ongoing
Train key staff on how to carry out equality impact assessment.	HT	Number of staff trained	Ongoing/ as available
Implement governor action plan for our school setting out our priorities for reviewing policies	Clerk/ Chair of Governors	Action plan created Y/N	

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;

Equal Opportunity Policy, Curriculum Schemes and Policies

Objective Nine: Increase levels of understanding and knowledge of equality and diversity

School Priority: To train key people on equality and diversity

What we will do to contribute to this objective in our school	Who will lead on this action for our school	How we will measure this action in our school	When we will complete this action
Create an equality and diversity training plan for school staff and governors	HT/ Chair of Govs	Plan in place Y/N	
School governors undertake equality and diversity training	Clerk/ chair of Govs	Number of Governors accessing e learning module	
Teaching and non-teaching staff undertake equality and diversity training	HT	Number of staff accessing e learning module	
Introduce equality and diversity elements within the new starters induction	HT/ NQT Student Mentors	Number of new staff completing equality induction e module	
Use staff appraisal /PM processes to confirm equality and human rights training needs	HT/ PM Mentors		
Circulate the Equality Network for Schools In Wrexham newsletter " <i>Equality Matters in Schools</i> " to Governors, teaching and non-teaching staff within our school	HT	Newsletter circulated	
Create space on school notice boards for equality and human rights information	Secretaries	Space created Y/N	

Key Document: North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.

Relevant School Policies, Plans and Strategies;
Equal Opportunity Policy, Curriculum Policies and Schemes

5. Our Equality and Diversity Policy

Purpose

- ❖ Equality and fairness is central to the values and behaviours of our school.
- ❖ This Policy Statement sets out our commitment to promoting equality and to meeting the requirements of equality and human rights legislation.
- ❖ We value equality and diversity and are committed to ensuring that no-one is treated less favourably for reasons that cannot be justified on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on grounds of Welsh language.
- ❖ This statement reinforces our commitment to promote equality and fairness and address all forms of unlawful discrimination, victimisation and harassment.

Scope of this Policy Statement

- ❖ This statement applies to everyone associated with our school and we expect everyone to behave in accordance with it.
- ❖ This statement underpins our Strategic Equality Plan and compliments the Children's "One Wrexham Charter of Belonging"
- ❖ This statement does not stand in isolation; its aims and values are at the heart of the plans and policies of our school.

Key Principles

- ❖ This statement aims support our school to be an organisation that values diversity and takes proactive steps to remove unlawful discrimination, advance equality of opportunity and foster good community relations.
- ❖ This will be achieved through the delivery of our Strategic Equality Plan and other relevant school policies and plans.
- ❖ We are committed to creating a fair, just and inclusive school community where diversity is valued and people are encouraged and supported to achieve their potential.

Policy Statement

- ❖ As an employer and provider of services we will not unlawfully discriminate on grounds of age, disability, gender, gender reassignment, race or ethnicity, religion or belief, sexual orientation, marriage or civil partnership, pregnancy and maternity or on the grounds of Welsh language.
- ❖ All pupils, their parents and guardians, volunteers, staff and school governors are valued and will be treated with dignity and respect. We will not tolerate any form of discrimination, harassment or victimisation.
- ❖ We recognise that our diverse communities have much in common including a desire to live in peace and security together; to have a decent standard of living and a fair share of resources; to have equal chances in life and enjoy good health.
- ❖ We are committed to celebrating all that is good about Wrexham, the richness of its Welsh heritage, cultural traditions, beliefs, distinctive neighbourhoods and the energy, character and diversity of its people.
- ❖ We will work across our school community to ensure our commitment to equality and fairness is shared and take steps to ensure that our school is accessible, welcoming and inclusive.
- ❖ We will gather and use a range of equality and diversity data and information to help us monitor this policy and help us to continually improve.
- ❖ We will carry out equality impact assessments and engage a wide variety of people to ensure that we understand the different ways that different people could be affected by our decisions and proposed policies.

Responsibilities

- ❖ Everyone has a role to play in meeting the aims of this policy statement; however some people have additional roles and responsibilities.

Leadership and Management Commitment

- ❖ School governors and management of the school will work with all its stakeholders and partners to be proactive in promoting equal opportunities, fostering good relations and in tackling unlawful discrimination. They will encourage support and enable all pupils and staff from all protected characteristics to reach the highest standards possible.

School Governors

- ❖ School governors are responsible for ensuring that the school complies with equality and human rights laws including meeting the public sector equality duties.
- ❖ With assistance from the Head teacher, school governors will ensure that our Equality and Diversity Policy is implemented and respected by everyone associated with our school.
- ❖ Governors will receive periodic updates on the effectiveness of our Equality and Diversity Policy and the progress we are making against the objectives set out in our Strategic Equality Plan.

Head teacher

- ❖ The Head teacher has specific responsibilities this includes ensuring that staff and Governors understand the aims and objectives of our Equality and Diversity Policy and Strategic Equality Plan, and their roles and responsibilities in improving equality outcomes for people across the whole school community.
- ❖ The Head teacher will ensure that
 - This Strategic Equality Plan is readily available along with copies of other relevant policies and procedures including those for Anti-bullying and Dignity at Work
 - Staff and Governors understand those key policies and receive equality and diversity training
 - Children, young people and adults within our school community are confident to report identity based bullying, community tensions and hate crimes
 - That children and young people from different backgrounds are confident to mix together
 - That staff have access to appropriate diversity training to develop skills to enable them to work in accordance with the values set out in this statement

Raising a Concern

- ❖ Any person that feels the the school has not behaved in accordance with this policy statement can raise a concern with the Head teacher. Communication support will be made available as appropriate.

6. One Wrexham Charter of Belonging to Wrexham for Children and Young People

We have adopted the One Wrexham Charter of Belonging to Wrexham for Children and Young People – these are our promises.



We, the children and young people who live and learn in Wrexham:

- Promise to be welcoming to everybody who wants to be part of our community whether they are new to Wrexham or have lived here for a long time.
- Promise to remember Wrexham's history and build on this for our future.
- Promise to play our part in treating each other with respect, being respectful towards one another and in treating other people as we would like to be treated ourselves
- Promise to stand up for what is right and to stand against anger, hatred, prejudice and discrimination,
- Promise to be kind to people who come to Wrexham to live, especially people who come to look for peace or for somewhere to be safe and to learn about people's different languages, religions and cultures so that we can understand them better.
- Promise to look after the environment in Wrexham and take pride in our schools and the places where we live.
- Promise to work together to build bridges of friendship and make Wrexham a happy place for everybody.

7. The Equality and Diversity Network for Schools in Wrexham

Our school is part of the equality and diversity network for schools in Wrexham established by Wrexham County Borough Council.

The Wrexham Schools Equality Network has been established by Wrexham County Borough Council to support schools to meet the requirements of the Equality Act 2010 and advance equality and community cohesion across the Borough.

Aims of the Network

The network will enable schools to access specialist advice and information on equality, human rights, diversity and community cohesion.

The network will help to promote joint working across schools in Wrexham and enable schools to share good equality and diversity practice.

The network will raise awareness of local events, community issues and opportunities to celebrate and improve their understanding of local diversity.

Working Arrangements

The network will communicate using email as far as possible and will meet annually.

Members receive regular updates and information from the Councils Equality Manager. This includes information relating to:

- Equality and diversity training courses and materials
- Updates on local diversity and community events
- General information on equality, diversity, human rights and community cohesion.
- General guidance on meeting the equality duties
- Links to relevant websites

Information will be made available on the schools intranet pages under the folder "Wrexham Schools Equality Network"

8. Further Information and Contacts

The following documents explain more about our equality objectives and how schools in Wrexham are responding to the Equality Act 2010.

- North Wales Equality Objectives - A Collaborative Project between North Wales Public Sector Organisations.
- Developing Regional Equality Objectives - summary of the regional engagement event held in September 2011.
- Equality and Human Rights Commission Report “How Fair is Wales”
- Wrexham County Borough Council Strategic Equality Plan 2012 – 2016
- How Fair is Wrexham – summary of the public engagement event held in November 2011.
- The Equality Act 2010 – Guidance for Schools (Wrexham County Borough Council)
- Equality Act 2010 – Summary action plan for schools (attached)



For further information about our plan or to request a copy of this document in an accessible format, or to obtain a copy of the documents listed here please contact:

Name Mrs Rachel Acton

Telephone 01978 352406

Email mailbox@stmarys-wxm-pri.wrexham.sch.uk

Equality Act 2010 – summary action plan for schools	Timescale	Lead Contact	Status
1. Presentations to a range of individual school Governor meetings, Wrexham Association of Secondary Heads, Primary School Cluster Group meetings and Federation of Head Teachers etc raising awareness of Equality Act 2010 and new duties	Various dates throughout 2012	Celia Hart, WCBC, Equality Manager	Completed
2. Prepare and Circulate to all schools guidance on the Equality Act 2010 and its implications for schools	Guidance prepared and issued by April 2012	WCBC, Equality Manager	Completed
3. Attend Federation of Head Teachers to give presentation on equality duties for schools.	29 March 2012	WCBC, Equality Manager	Completed
4. Establish sub-group of FHT to prepare paper and recommendations.	First meeting held on 25 April	Head teacher, Chirk Infants	Completed
5. Submit paper and recommendations from sub group to Federation of Head Teachers meeting (attached A)	Paper submitted on 24 May 2012	WCBC, Equality Manager	Completed
6. Establish the Schools Equality and Diversity Network – invite all schools to take part,	Invitations sent from May 2012	WCBC, Equality Manager	Completed
7. Draft Strategic Equality Plan model policy for schools to personalise and adopt, based around WCBC equality objectives and the North Wales Regional Objective “Reduce inequalities in education”	Draft to be considered by FHT sub-group at workshop on 11 July 2012	, WCBC, Equality Manager	Completed
	Consultation draft submitted to schools for comment by 19 July 12	Head teacher, Chirk Infants	Completed
	Draft model policy to be considered by FHT on 10 September.	Nick Williams	Completed
	Final adopted by all schools by December 2012	Celia Hart, WCBC, Equality Manager	On-track
8. Draft new equality policy statement for all schools that reflects the requirements of the Equality Act 2010.	Draft for 11 July meeting.	Celia Hart, WCBC, Equality Manager	Completed
9. Draft letter to Head of Assets and Economic Development (CC Head of Lifelong Learning) regarding accessible buildings and requesting update on DDA audits and works.	Letter sent by end of June 2012	Celia Hart, WCBC, Equality Manager	Completed

Updated July 2013