



STRATEGIC EQUALITY PLAN 2024-27

Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators
Protected Characteristics	To promote messages and positive role models and increase participation and achievement within these groups Publish and promote Equality Policy through school website, newsletters, staff meetings	Specific question regarding equality to be added to parent survey.	HT, GB	Reviewed every year	All staff familiar with principles of the policy and use them when designing Curriculum for Wales in Glenboi, creating classroom displays Parents are aware of policy and have communicated interest / amendments
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 school council by election	School Council representation monitored by race, gender, disability	School Council Lead – Miss Davies	Ongoing	Increased diversity in school council membership
Equality Strand	Objective / Action	How will the impact of the action be monitored?	Responsibility for monitoring	Timeframes	Success indicators
Racial Equality	Ensure racial incidents are reported, monitored and acted upon effectively	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 decrease in incidents, can repeat perpetrators be	EHT, Governing Body	Ongoing	All staff aware of and respond to racist incidents Consistent nil reporting is challenged by G Body

		identified are pupils/parents satisfied with outcomes?			
Gender Equality	Encourage girls to take up sport outside the curriculum requirements, including Netball, Street dance, TAG Rugby, Fitness Circuits. To ensure participation rates more reflective of school population. Female role models in leading clubs.	Increased participation of girls in sports clubs and extra-curricular activities	All staff	On going	More girls take up after school sport Increased opportunities for all
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	Governing Body	Ongoing	Increased number of applications from disabled candidates. Increased number of disabled GB members
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	GB, SLT	Ongoing	Increased awareness of different communities, beliefs and ethnicity as evidenced via survey analysis

Updated May 2025

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A Morgan

Mrs Gemma Powell Head teacher Glenboi Community Primary School

Councillor Andrew Morgan Chair of Governors Glenboi Community Primary School

