

Equality Objective 2 : All young people, staff and other adults respect each other and that school is a safe and happy place to learn and work

Evidence	Protected Characteristic	Quantitative Target	Stakeholders
<ul style="list-style-type: none"> • Specific comments within consultation • School Improvement plans • School ALN policies • School Equality Policy and SEP • Examples of specific and on-going disrespectful behaviour to certain groups • Listening to learners • Listening to teachers • Racist Incident monitoring • Recording of bullying incidents • Parental complaints • Hate crime data Gwent • LA bullying data • National surveys 	<p>Public Duty:</p> <ul style="list-style-type: none"> • advance equality of opportunity • Eliminate discrimination • Foster good relations between different groups <p>Protected characteristics:</p> <ul style="list-style-type: none"> • race • religion and belief • disability • sexuality • gender 	<ul style="list-style-type: none"> • attendance data • reduction in recorded bullying incidents • reduction in racist incidents • increased well-being • listening to learners • reduction in parental complaints <p>All members of the school community feel safe and valued and that there is a common understanding of a zero tolerance of bullying or discrimination</p>	<p>Pupils, parents/carers, governors, grandparents, staff, visitors</p>

Action	Outcome What will success look like?	Resources and who is involved?	Timescale	Monitoring arrangements	Actual outcomes
Anti-bullying week undertaken- cluster involvement	All cluster schools in the Anti-Bullying Alliance Network Reduction in the number of bullying incidents within cluster schools	All staff - Anti-Bullying Alliance resources http://www.anti-bullyingalliance.org.uk/get-involved/join-the-anti-bullying-alliance/school-and-college-network/	13 th – 17 th November 2017 12 th – 16 th November 2018	Listening to learners Stakeholder questionnaires School bullying incidents data Attendance data	Anti-bullying week undertaken involving assemblies and activities – FP classes focussed friendship, KS2 on specific aspects of bullying. Evidence collated and displayed in whole school display.
Themed weeks in curriculum undertaken such as	Range of themed weeks celebrated and studied throughout the school year:	RE coordinator All staff www.awarenessdays.co.uk Visits and visitors	Examples: Holocaust Memorial Day – January 27 th 2017 2019	Listening to learners Stakeholder questionnaires Assembly themes	FACE team looking into a collaboration between Penygarn and the local Home

cultural diversity weeks	Special assemblies Class topics Stories / books RE / PSHE lessons Increased understanding and awareness Increased opportunities for groups within the school community to have their voices heard	Community work – Older Person’s Day	Chinese New Year – January 28 th 2017 25 th January 2019 International Women’s Day – March 8 th 2017 2019 World Autism Awareness Week – March 27 th 2017 1 st April 2019 Deaf Awareness Week – May 1 st 2017 6 th May 2019 International Day of Families – May 15 th 2017 2019 Diabetes Awareness Week – June 12 th 2017 Gypsy Roma Traveller History Month – June 1 st 2017 2019 European Day of Languages – September 26 th 2017 & World Tourism Day – September 27 th 2017 Black History Month – 1 st October 2017 1 st October 2019 International Day of Older Persons – 1 st October 2017 2019 Dyslexia Awareness Week – 2 nd October 2017 1 st October 2019	School Council minutes	to encourage links between the young and old. Pupils now attend weekly. EFSW and DHT to attend Intergenerational Conference June 2018. Black History week has been held to celebrate the famous figures over time and how they have been instrumental in affecting life today. Topical assemblies e.g. Ramadam, Easter – resurrection of Christ etc.
Outside training for staff and pupils, e.g. Stonewall, SRTRC	Staff capable and confident when dealing with incidents of homophobic bullying Reduction of racist incidents	Stonewall – all staff STTRC – all staff Gypsy Traveller support (Lynne Robinson)	2017-18 Annual – show racism the red card activities.	Listening to learners Stakeholder questionnaires School bullying incidents data Attendance data	Show racism the red card day undertaken involving assemblies, activities and information for parents.
Celebration of religious festivals, link to RE and assemblies	RE topics covering a range of religious festivals Class RE assemblies linked to religious festivals	http://www.reonline.org.uk/supporting/festivals-calendar/ Re subject leader to audit RE curriculum (Cornerstones)	Timetable of assemblies from September 2017 - ongoing Curriculum enrichment day June 23 rd 2017	RE subject leader MER: planning scrutiny book looks FADE forms	Relevant year group packs have been printed from cornerstones and distributed to each class teacher. To

			Subject leader release days 2017 -18 - ongoing		ensure awareness of their RE topics. On subject release dates 08/05/18 and 02/07/18 audit of RE to take place to ensure coverage – continuing to monitor
Visits to religious places of worship	RE topics to include range of visits	Examples include: Penygarn Baptist Church St Cadocs CIW Cardiff Reform Synagogue Shri Swaminarayan Mandir, Cardiff	From Autumn 2017	RE subject leader MER: planning scrutiny book looks FADE forms	Mrs Roynon visits the school thought the year delivering assemblies focussing on themes of Christianity.
Visitors invited into school	RE topics to include range of visitors		Termly	RE coordinator planning scrutiny; book looks	
Engagement with outside agencies, e.g. GEMS, SRTRC	GEMS resources being used in classes SRTRC resources being used in classes	All staff www.theredcard.org http://www.newport.gov.uk/en/Schools-Education/Gwent-Education-Minority-Ethnic-Service-(GEMS).aspx	Termly from September 2017	SLT planning monitoring Book looks PSHE / Wellbeing coordinator and governor FADE activities	
Extra-curricular activities enhanced	SRTRC activities in use in sporting clubs All pupils able to access all clubs offered to their classes Range of clubs chosen by pupils	www.theredcard.org All staff Language Club / Culture Club looking at European cultures during Golden time	Clubs and Golden Time activities reviewed termly	Listening to learners Stakeholder questionnaires School Council minutes	Commencement of After School Club for pupils with complex ALN needs (inclusive group of BB pupils and Penygarn pupils) run by Torfaen Play. Torfaen Play after school club for FP children.

					Rugby, netball, hockey and multi skills after school clubs run by Play Sports leader.
Enhance global citizenship	Pupils and staff aware of the wider world and their own roles within it	www.oxfam.org.uk www.compassionuk.org	Annual awareness raising and fundraising activities	Listening to learners Stakeholder questionnaires Pupil Equalities Group evidence PSHE / Wellbeing coordinator and governor FADE activities	<p>The school has taken part and discussed various charities and how their lives compare to our daily lives. We have held non-uniform days/awareness days where we have raised money to support others. These include: Sport Relief, Children in Need, Genes for Jeans and donated to various foodbank donations over the Christmas/Harvest period.</p> <p>The choir has also visited the local Nursing Homes to encourage links between the young and old. There is also a golden time group going on these visits to strengthen this link.</p>

					<p>Workshops have also been held, such as: recycling workshops and anti-bullying in order to improve understanding with their relationship with the environment – looking at how actions have consequences.</p> <p>Teacher employed to teach forest school activities to all pupils. Schools Eco committee working towards maintaining platinum flag – school taken part in RSPB week, Fairtrade Fortnight 2019.</p>
Promote e-safety	<p>Pupils aware of how to stay safe online and where to get help if they are concerned</p> <p>360 e safety audit complete</p> <p>Safeguarding action plan updated</p>	<p>PC Murphy – E-safety talks to pupils and parents</p> <p>Digital leaders & Digital Competency Coordinator – Training and guidance for staff and pupils</p>	<p>National E Safety week 2018</p> <p>Summer 2017</p> <p>Termly</p>	<p>Digital Leaders – Listening to learners</p> <p>DC subject leader file</p> <p>Safeguarding action plan</p>	<p>February 2018 – Digital Leaders becoming more established and more meetings held during learning time will ensure pupils can take ownership of team teaching and listening to learner opportunities.</p>

					<p>March – DCF self assessment audit completed by all staff members via hwb. Data has been analysed and appropriate training planned accordingly.</p> <p>Established digital leaders group – 2018-2019 Ordering of ICT resources for new innovation suite. DCF skills trackers used to ensure e-safety taught progressively across the year groups.</p>
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Key:

LLc team

STEM team

Expressive arts team

Humanities Team

Health and Wellbeing Team