



## Strategic Equality Plan

2025 - 2028

Responsibility:	Mrs Graeme Jones
Review:	November 2025

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***“Living, Working and Playing Together”***

**Fairfield Primary School's**  
**Strategic Equality Plan 2023 – 2026**

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## Purpose of the Strategic Equality Plan

The [Equality Act 2010](#) makes it clear that discrimination is not to be tolerated in society. The purpose of this Strategic Equality Plan is to describe what the school is doing to fulfil our duties under the Equality Act 2010, including the [public sector Equality Duty](#) (the 'general duty') and the [specific duties for Wales](#).

The public sector equality duty covers eight protected characteristics:

Age	Race
Disability	Religion or Belief
Gender Reassignment	Sex
Pregnancy and Maternity	Sexual Orientation

The duty applies to marriage and civil partnership, but only for having due regard to the need to eliminate discrimination. The Equality Act lists schools as public authorities with certain duties. This means that when we carry out our public function, we must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and those who do not.

Having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people

- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

To identify the priorities, we work in partnership with:

- Pupils
- School Council
- Parents and carers
- Headteachers of schools in the Vale of Glamorgan
- Governing Body
- Local Authority and Regional Consortia

We plan to use this information to help us improve the way we provide educational services and employ people.

Our School's Strategic Equality Plan 2025–2028 has been written to link with the recently revised [Corporate Plan 2025-2030](#) and [Corporate Strategic Equality Plan 2020 – 2024](#). The Corporate Plan sets out the Council's vision for the Vale of Glamorgan, its values and main priorities. The priorities of the Corporate Plan will help make communities in the Vale of Glamorgan more equal. The equality objectives in the Corporate Strategic Equality Plan will support this work and it is for this reason that the objectives of both plans have been aligned. Our own Strategic Equality Plan aligns with these documents where relevant and appropriate.

## Our Values

The school motto is **'Feel Amazing In Respectful Fairfield Inspiring and Encouraging Learning and Development'**

Fairfield Primary School uses the '10 Keys to Happiness' to underpin our motto. The '10 Keys to Happiness' are, and the school focuses on one each month:

Giving – do things for others

Relating – connect with people

Exercising – take care of your body

Awareness – live life mindfully

Trying out – keep learning new things

Direction – have goals to look forward to

Resilience – find ways to bounce back

Emotions – looks for what's good

Acceptance – be comfortable with who you are

Meaning – be part of something bigger

Our values are consistent with the five ways of working central to the [Well-being of Future Generations Act](#). They are long term, they work together, and involve working with others. Our values will support a greater focus on prevention as we work to deliver our vision. Our equality priorities consider the Wellbeing of Future Generations Act and will help us to contribute to the Welsh Government's well-being goals, including creating a more equal Wales.

## Equality objectives – what we will do

### **Strategic Equality Objective**

- Improve how we involve, engage, and communicate with protected groups about our work and decisions.

### **Protected characteristics**

This benefits all protected groups, but we will focus on people with a disability, people from ethnic minorities, females and those who are socio-economically disadvantaged.

### **Expected outcomes**

Stakeholders have information about the improvements and the opportunity for input to support progress.

### **Actions**

1. The school is reviewed its behaviour / relationship policy in November 2025
2. The school prioritises wellbeing and teaching and learning and these are on the school improvement plan; the equity strategies used, including equity in teaching, will be beneficial for learners from all protected characteristics
3. The RVE curriculum, includes opportunities for learners to learn about and discuss issues relating to equality, sustainability, tolerance, freedom, prejudice. The school has also participated in anti-racist research led by the Vale of Glamorgan
4. The school refined its assessment processes to track global majority learners
5. The school sent an 'Our commitment to anti-racism and equity' letter to all parents

6. Our classes are mixed ability, and teaching is tailored to individual needs and all pupils are supported and challenged, in order to ensure equality of opportunity for all learners and to eliminate subconscious bias in pupil placement
7. Progress against actions identified within the school's accessibility strategy will be included within this strategy's annual report
8. School staff and the Governing Body will receive equality and diversity training, which will include Equality Impact Assessment training and awareness

**How we will know how we are doing**

1. Information and data on how engagement has been used to improve outcomes for protected groups and socio-economic disadvantaged groups.
2. Information and data on the number of school staff who have received equality, race, and disability training.

## **Strategic Equality Objective**

Develop and implement plans throughout the life of this plan to address attainment gaps for children and young people and provide support to overcome barriers to them reaching their full potential.

### **Protected characteristics**

This benefits all protected groups.

'Is Wales Fairer 2018' reports that attainment gaps persist for pupils in receipt of free school meals and children with additional learning needs. (Education)

'Is Wales Fairer 2018' reports that young women and girls, lesbian, gay, bisexual and transgender children and children with additional learning needs are more likely to be at risk of experiencing identity-based bullying. (Education)

'Is Wales Fairer 2018' reports that poorer children, children with additional learning needs, White children and children of mixed ethnicity have higher than average exclusion rates. (Education)

### **Expected outcomes**

Reduction in attainment gaps.

Programmes in place to tackle identity-based bullying.

Reduced exclusion rates for children with certain protected characteristics, including disabled children and mixed ethnicity children.

### **Actions**

1. Deliver and evaluate programmes and interventions aimed at addressing attainment gaps to make sure they have a positive impact on socio-

economic disadvantage, disability, sex, race, other protected characteristics and young carers.

2. Our classes are mixed ability, and teaching is tailored to individual needs and all pupils are supported and challenged, in order to ensure equality of opportunity for all learners and to eliminate subconscious bias in pupil placement.
3. Seek to minimise exclusion rates for children with certain protected characteristics, including socio-economic disadvantage, ethnicity and disability.
4. Analyse bullying data gathered by schools, including racist bullying, to identify trends and review anti-bullying strategies so that there are effective solutions in place.
5. Schools to use inclusive resources which are actively inclusive, including anti-racist and promote multilingual resources. The school provides class workshops run by No Boundaries.
6. Work with partners to deliver programmes which support people to prepare for employment.

#### **How we will know how we are doing**

1. Information and data on how programmes and interventions have affected attainment gaps on children and young people with protected characteristics and who are socio-economically disadvantaged.
2. Information and data on number of children excluded by protected characteristic and socio-economic disadvantage.

3. Analysis of school bullying data showing trends and review of anti-bullying strategies to address findings.
4. Information and data on outcomes of programmes supporting people to prepare for employment.

## Monitoring Progress & Publishing Results

Our School will continue to check on progress towards meeting our equality objectives and report on this each year to the Governing Body in our annual equality monitoring report. This is published on our website and includes an assessment of the effectiveness of the steps we are taking to meet the equality objectives.

This may be complemented by other equality and employment information each year that is published annually.

## For More Information

### **Visit our website**

[www.Fairfieldprimary.com](http://www.Fairfieldprimary.com)

### **Social Media**

Keep up to date with all the latest news, events and information from our School, follow:

@Fairfield\_p\_s

If you have a query, please contact us:

[Fairfieldps@valeofglamorgan.gov.uk](mailto:Fairfieldps@valeofglamorgan.gov.uk).

or call 01446 747393