



Working together for a fairer school

St Joseph's RC Primary School

Strategic Equality Plan 2025 – 2029

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Working together for a fairer future school

St Joseph's RC Primary School

Strategic Equality Plan 2025 – 2029

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Introduction

We are proud to introduce our school's Strategic Equality Plan for 2025–2029 'Working together for a fairer school', aligned with the Vale of Glamorgan Council's Corporate Plan, 'Vale 2030 Strong Communities with a Bright Future' and its Corporate Strategic Equality Plan 'Working together for a fairer future'.

Our Strategic Equality Plan outlines our commitment to equality over the next four years, reflecting the diverse needs, aspirations, and concerns of our school community. We promote inclusion for all protected groups under the Equality Act 2010, including embracing differences in ethnicity, sex, sexual orientation, religion, age, ability, and gender identity as well as socio-economic background. We aim to deliver a curriculum that creates a sense of belonging by being actively inclusive and supports pupil wellbeing. We proactively address bullying and discriminatory incidents, nurturing a culture of kindness and inclusion.

We are an ambitious, forward-thinking school, and with the support of pupils, families, staff, governors, and the wider community, we will continue working together for a fairer future.

Name *A Rogers*

Name *L Taylor*

Chair of Governing Body

Headteacher

Purpose of the Strategic Equality Plan

The Equality Act 2010 makes clear that discrimination is not acceptable in society. This Strategic Equality Plan outlines how our school meets its legal duties under the Act, including the Public Sector Equality Duty and the specific duties for Wales.

The Public Sector Equality Duty applies to nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

As a public authority, the school 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.

This includes:

- Reducing disadvantages linked to protected characteristics.
- Meeting different needs of protected groups.
- Promoting participation in school life where underrepresentation exists.

Specific duties help schools demonstrate compliance with the general duty through:

- School development or improvement plans
- Equality objectives
- Professional learning

- Stakeholder engagement
- Annual reporting and impact assessments
- Publishing equality data
- Accessibility strategies

Plan priorities are developed in partnership with:

- Pupils and the School Council
- Parents and carers
- School staff
- Governing Body
- Local Authority

Our Plan aligns with the Vale of Glamorgan Council's Strategic Equality Plan 2025–2029 ‘ Working Together for a Fairer Future’ which includes census and economic data.

Socio-economic Duty

Effective from 31 March 2021, the Socio-economic Duty supports fairer decision-making and aims to reduce poverty. Whilst the duty does not apply to schools, our Plan includes measures to address socio-economic disadvantage.

Welsh Language

The Council's Welsh Language Promotion Strategy 2022 - 2027 and Welsh in Education Strategic Plan (WESP) 2022-32 set out actions to support Welsh speakers. We will consider how proposals may affect Welsh speakers, including where protected characteristics intersect.

Vision and values

Our Mission

Jesus: in our hearts, in our minds, in our living and in our learning.

Our Vision

The vision of St Joseph's Roman Catholic Primary School is to provide a welcoming, loving and transforming community where the spirit of Christ lives. We support and guide our pupils in mind, body and spirit to live the Gospel as beacons of light to the world. Through excellent, rigorous and inspirational teaching, we aim to help all learners to realise their potential and develop a lifelong love of learning, enabling them to be happy, successful and fully rounded human beings.

Our Aims

- To ensure that each child receives an ambitious curriculum driven by the Four Purposes and designed to open minds, broaden horizons and allow the whole person to be developed fully.
- To develop and encourage pupils and staff members to grow in the virtues of the St Joseph's Pupil Profile.
- To support pupils mental and emotional wellbeing equipping them with the skills and attributes they need to form positive relationships with adults and their peers.
- To help pupils to live by Jesus' example so that they are beacons of His love and light in the world.
- To support parents and carers to instill in pupils good-manners and kindness in dealing with others.
- To build strong connections between the school, home, parish and local community.
- To promote informed citizenship through pupil participation in school improvement, community action and work towards the realisation of the Global Goals for Sustainable Development.
- To develop each pupil's literacy, numeracy and digital skills in preparation for a successful life and the world of work.
- To foster in each pupil a sense of Cynefin, Welsh heritage, culture and the uniqueness and diversity of their environment.
- To support parents and carers in the formation of their children in mind, body and spirit, so that they are healthy and confident individuals.

Our values are consistent with the 7 well-being goals for Wales identified in the Well-being of Future Generations Act. Our equality priorities consider this Act and will help us to contribute to the Welsh Government's wellbeing goals, including creating a more equal Wales.

Context

St Joseph's is a voluntary aided Roman Catholic primary school in the Archdiocese of Cardiff. It is situated in a semi-rural location on the outskirts of Penarth. The percentage of children eligible for Free School Meals is 10.71%. (Sept 2025)

St Joseph's RC Primary School has 187 pupils (FTE), aged 3 to 11 years of age, and represents the full range of ability. The socio and economic backgrounds of pupils are varied, including a minority of economically disadvantaged families. Around 5.35% of pupils (in Sept 2025) are identified as having additional learning needs (ALN). Around 20% of pupils in September 2025 recorded their ethnic backgrounds as other than white- British/Welsh. Approximately 5.61% of pupils in September 2025 come from homes where English is an additional language. No pupils speak Welsh as a first language. 0% of pupils are looked after by the local authority.

Further information about our school can be found in our school prospectus by visiting: <https://www.stjosephsrc.com/prospectus/>

The world is changing rapidly and the context for this Plan similarly changes regularly. What remains the same is the need for our school to engage with the community, to collaborate with our partners and to embrace change. We must consider the diverse needs of the population whether that be due to their protected characteristics, financial circumstances, or one of the many other reasons that can affect what support our school community needs.

Since we agreed the last Strategic Equality Plan in 2020, there have been changes that have impacted upon our pupils' lives including Covid and the cost-of-living crisis. The Welsh Government has published several plans such as the Anti-racist Wales Action Plan, the LGBTQ+ Action Plan for Wales and the Draft Disabled People's Rights Plan. There is some reflection of these priorities in this Plan.

Equality Objectives – what we have done

As a school community, we have made significant progress in embedding equality, diversity, and inclusion at the heart of our ethos, curriculum, and strategic priorities. Our actions reflect a strong commitment to ensuring that all pupils, families, and staff feel valued, respected, and supported.

Anti-racism

- Governors, teachers, and LSAs completed DARPL training.
- Participated in the Vale of Glamorgan Anti-Racist Action Research Project.
- Established a clear anti-racist vision, policy, and restorative procedures.
- Curriculum enriched with a focus on Catholic Social Teaching principles, global majority role models, multicultural texts, and decolonised perspectives.

Schools of Sanctuary

- Actively developing provision for pupils from the global majority and those seeking sanctuary.
- Diversity Government Group **and** School Parliament ensure pupil-led representation and voice.
- Curriculum and worship promote belonging, inclusion, and Cynefin.

Disabled pupils

- Needs identified through early assessment and personalised planning.
- Provision adapted with specialist input and family partnership.
- Staff trained to support access, progress, and holistic development.

Welsh Schemes & Cymraeg Campus

- Working towards Silver Siarter Iaith Cymraeg Campus Award.
- Embedded the CSC Welsh language continuum.
- Pupils engaged in Eisteddfodau and Welsh cultural celebrations.

Welsh language promotion

- Cymraeg embedded in routines, signage, play, and celebrations.
- Opportunities for pupils, staff, and families to use Welsh across school life.
- Confidence and pride in using Cymraeg actively encouraged.

Whole-school equality engagement

- School Parliament (Years 3–6) ensures representation across pupil voice groups.
- Pupils demonstrate strong understanding of UNCRC principles through charters, worship, and leadership.
- Government Groups lead projects to improve school, serve the local community and work towards the Global Goals.

Strategic Equality Objectives – what we will do

Building on the work that we have already begun, the following two objectives will help us to make further progress in creating a fair and inclusive environment for our school community:

1. To create a fair school to learn and work
2. To give everyone a fairer opportunity for a good start in life

To support these objectives, we aim to complete the following actions.

Strategic Equality Objective 1: To create a fair school to learn and work

What we will do – our actions

- Work with the Council to adopt best practice in inclusive recruitment.
- Continue to promote opportunities to use the Welsh language in the school community.
- Quality teaching and learning which is inclusive and accessible.
- Ensure school council representation reflects diversity (protected characteristics and socio-economic background)

- Deliver equality, diversity, and disability professional learning for all staff and governors.
- Strengthen the role of the Governing Body Equality and Diversity Champion
- Communicate with families in plain, easy to understand language, including home languages.
- Engage disabled pupils and staff in the development of provision through a rights-based approach.
- Undertake our reasonable adjustments duty by taking positive steps to ensure that disabled pupils can fully participate in the education provided by the school, and that they can enjoy the other benefits, facilities, and services that the school provides for pupils.
- Collect and analyse data on bullying/identity-based incidents; refine response strategies.
- Address bullying based on gender identity including recording and reporting incidents.
- Support LGBTQ+ pupils and deal with bullying/identity-based incidents Embed diversity, equity, and inclusion throughout the curriculum.
- Ensure that individual development plans (IDPs) are in place, monitored and kept under review, for pupils with an identified Additional Learning Need.
- Deliver Violence against women, domestic abuse, and sexual violence (VAWDASV) training.
- Actively support and contribute to the Multi-Agency Risk Assessment Conference (MARAC) Domestic Violence board to ensure victims of domestic violence and their children are supported and protected by statutory partners.
- Embed Catholic Social Teaching (CST) principles across the curriculum to strengthen pupils' understanding of justice, dignity, and diversity.
- Further develop curriculum decolonisation, ensuring representation of global majority role models and perspectives across all domains.
- Provide ongoing DARPL-informed professional learning to deepen staff and governor confidence in addressing racism and inequality.
- Strengthen opportunities for pupil participation through Government Groups (e.g., Diversity Government Group, Eco Group) so that protected groups lead and shape school policy and practice.

- Ensure that collective worship and liturgy regularly celebrate diversity, belonging, and Cynefin.
- Continue to build a culture of wellbeing and trauma-informed practice to ensure inclusion for all learners, particularly those with additional vulnerabilities.

Strategic Equality Objective 2: To give everyone a fairer opportunity for a good start in life

What we will do – our actions

- Improve attainment and attendance of pupils eligible for free school meals (eFSM).
- Collect and analyse attendance data for all pupils, identifying any differential gaps between vulnerable groups and work towards minimising these to ensure equity-focused outcomes.
- Collect and analyse data for incidents resulting in fixed term exclusions and or permanent exclusions to evidence areas of increased concerns and seek suitable multi-agency support and advice.
- Minimise exclusion rates for pupils with protected characteristics and those with socio-economic disadvantage by implementing prevention and support strategies.
- Become a School of Sanctuary
- Continue to become more actively anti racist through professional learning using the Anti-racist Wales Action Plan.
- Continue to develop and implement actively inclusive policies (e.g. Anti-Racism, Care Experienced Children)
- Raise awareness of climate change.
- Increase opportunities for pupils to explore their Cynefin and how their identity and belonging connect with their community and wider world.
- Embed UNCRC principles (children's rights) across the curriculum and pupil leadership structures.
- Ensure high-quality provision for pupils with Additional Learning Needs by embedding the ALN reform (IDPs, collaboration with families, external agencies).

- Extend curriculum opportunities to learn about disability, diversity, climate justice, connecting sustainability with equality and CST.
- Strengthen transition support for vulnerable groups, including pupils from the global majority, care-experienced pupils, disabled pupils, and eFSM pupils, ensuring equity of access to secondary school.
- Celebrate cultural and linguistic diversity through school-wide events (Global Dimension Fortnight, Eisteddfod, Refugee Week, Black History Month, LGBTQ+ History Month).

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 report will be published on our website and includes milestones and an assessment of the effectiveness of the steps we are taking to meet our equality objectives.

For More Information

Visit our website stjosephsrc.com

If you have a query, please contact us:

office@stjosephsrcadmin.com

02920 702864

Useful Links

[Additional Learning Needs Code](#)

[Anti-racist Wales Action Plan](#)

[Draft Disabled People's Rights Plan](#)

[Equality Act 2010](#)

[LGBTQ+ Action Plan for Wales](#)

[Public Sector Equality Duty and the specific duties for Wales](#)

[Refugee and asylum seeker plan](#)

[School of Sanctuary](#)

[Socio-economic Duty](#)

[Violence against women, domestic abuse, and sexual violence](#)

[Well-being of Future Generations Act](#)

[Welsh Language Promotion Strategy 2022 - 2027](#)

[Youth Engagement and Progression Framework](#)