



Governing Body Monitoring Report Form

2021-2024

We recognise our duty and responsibility to establish equality for all learners, staff, other members of the school community and service users regardless of their race, gender, disability, gender reassignment, sexual orientation, pregnancy & maternity, religion or belief, marriage and civil partnership as defined within the Equality Act 2010.

The purpose of our **Strategic Equality Plan (SEP)** is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies.

In setting the equality objectives for this school, we will take due regard to the Equality Act general duty:

Equality Objective 1 - Publish and continually promote the schools' Strategic Equality Policy (SEP) developed in line with the Equality Act 2010 through the school and community.

Accessibility Plan

March 2022

- Staff are using Sign Language with five pupils within the school. Foundation phase staff received basic sign training and 3 members of staff have attended more in-depth training. Many pupils are beginning to use sign independently. Sign is used to accompany some songs in assembly.
- PPE used in school caters for all staff and pupils' needs. Staff are using masks with plastic windows for pupils with identified needs as advised by ALN dept and Sencom Hearing Impairment (Torfaen).
- Asking parents and pupils' views through questionnaires and assemblies.
- The toilet area and shower room have been altered to provide access to a disabled toilet in changing rooms.
- Staff have worked closely alongside the LA, external agencies and parents to complete Risks assessments for pupils with identified needs.

March 2022:

- Administrator office areas refurbished and extended to cater for accessible workstations in line with DDA regulations.
- Fire doors were replaced for office areas in compliance with fire safety regulations.



- LA Health and Safety advisor completed risk assessments for all office-based staff and ergonomically suited IT stations with appropriate screens, chairs / footrests adapted to individual needs.
- Premise management and SLT identified areas for development for learners with identified needs to review risk assessments in preparation for transition.
- Premise management made modifications to site including line painting.
- Following COVID-19 risk assessment to ensure equality access to the school was made available to Blue Badge holders or recognised disabilities.
- Doors in Key Stage 2 converted to magnetic doors to safeguard areas.
- Premise managers maintain outdoor path areas to pond, Forest School areas to ensure accessibility for all.
- Pupil voice has been started through group work by School Ambassadors.
- All staff completed ASD training. Staff have developed ASD friendly classrooms and areas across the school and use ASD friendly font is used for all communications, including in School and for home.
- **March 2023**
- Path has been extended from bottom gate to cater for further access to classroom areas.

Health and Wellbeing Team

Outcome

March 2022

- At Wellbeing Team Meetings the AOLE pupil voice have been involved in seeking ways to support this.
- Staff put together wellbeing videos for the pupils for reassurance with positive phrases during online learning.
- During online learning classes have used authorised weblinks to physical fitness classes and mindfulness activities to support with wellbeing at home.
- Daily outdoor learning has been incorporated into planning for face to face learning as well as online learning.
- All classes engage in the Daily Mile to develop physical health and develop pupils' positive mindset which in turn has impacted learning.
- The Police liaison officer works closely with the school. In Spring 2021 years 2, 3 and 4. lessons have been delivered online for year groups 2, 3 and 5 as follows:
 - Year 2 - 'Who? What? Where?' (medicines lesson)
 - Year 3 - 'SMART' (internet safety lesson)
 - Year 4 - 'Sinister Substances' (tobacco, alcohol and solvents)
- Pupils are involved in ordering equipment for the school yard. Whole school assembly by headteacher asking for input and School Council meetings.
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Actions

- Request a push button door at entrance to school office as the door is very heavy.
- Further develop Equalities pupil voice group to work with staff and governors. (ACHIEVED IN MARCH 2022)
- All year groups to use agreed articles from the UNCRC to promote aspects of equality and the right to be safe. (ACHIEVED IN MARCH 2022)

March 2023:

School Ambassadors, Council and Health & Wellbeing team worked together as equalities pupil voice group and identified ways to raise awareness of equality and wellbeing of all learners including:

- Caring for Canine Cymru visits to School weekly to support learner wellbeing through dog therapy.
- Spectrum project for Year 5.
- Sports development officer training for Play Maker Award.
- Torfaen support a range of year groups in Foundation Phase and Key Stage supporting good quality play sessions and health and wellbeing.
- Year 5 Compassionate Mind research and training with Bath University.
- In March 22 Y4 – Y6 Happen Survey completed to identify areas of Health and & Wellbeing – action.
- The School sports surveys launches Monday 28th March.

December 2023

- All year groups to used agreed articles from the UNCRC to promote aspects of equality and the right to be safe. School Ambassadors delivered assemblies and KS2 pupils completed tasks in class regarding identified rights.

Equality Objective 2- Reduce the gap between groups of learners achieving more able provision.

Outcome

- Learning walks by pupils, governors and staff ensuring all pupils have access to resources they need to enhance their learning.
- Staff identified universal provision needed in classes for all learners. All pupils have the opportunity to access these aid & resources to extend learning.
- All classes plan Sparkle challenges across the curriculum. Pupils are able to choose which they would like to complete which in turn challenges their own learning and ensures the curriculum is accessible for all.
- All classes have independent learning zones in class for pupils to explore and challenge.

Actions



- Continue to develop self and peer assessment particularly in Maths & Numeracy so that it is consistent across all classes. **(PARTLY ACHIEVED ON GOING)**

March 2023:

- Staff meetings to develop assessment and progression. Staff trialling use of Schools personalised 'Climb to Sparkle' marking strategy for self and peer assessment. Termly book monitoring has shown an increase in assessment for learning opportunities in Maths and Numeracy across the School.
- Staff Meetings to further develop Climb to Sparkle challenges. Staff use pupil voice to extend into continuous and enhanced areas.
- Vocabulary lists are displayed in all classrooms.
- All classes planning Aspirations focussed project in the Summer term.
- 'What Matters in Maths' whole school INSET, and year group workshops have supported staff in planning and provision to develop reasoning and investigation skills.
- More able intervention groups delivered through blended learning approach and extended to face-face in School to ensure gaps in learning filled.
- Gwent Music and competitive sports activities programmed throughout the year.
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December 2023

- ALN transformation and Curriculum for Wales Journey – Achievement for All.

Equality Objective 3 - To Reduce the incidents of characteristics name calling and use of inappropriate language in school and in the community.

Anti-Bullying

Outcome

- All classes supported Anti-Bullying Week 2021 in November and teaching and learning activities continue to follow the theme launched in May.
- Staff seek opportunities for active participation of pupils, staff and linked individuals in anti-bullying activities which include online bullying.
- Staff work in partnership with relevant experts.
- Researched incidents of language/behaviour, only two have been followed up as these are the only two that have happened. Apologies/ letters from pupils to the people involved-To continue monitoring pupils.
- Whole school assemblies and class workshops delivered by SLT and PC murphy.
- Discussions when parents have raised concerns with online activity outside of school, including the use of Apps with specific ages.



- Acts of Kindness celebrated during whole school assemblies. Pupils and Staff nominated each other identifying Act of Kindness and how it made them feel.

Actions:

- To monitor bullying incidents to analyse for patterns of behaviours and respond.
- To maintain the daily messages about respecting others (**ACHIEVED MAR 21- DAILY CHECK IN BOARDS IN CLASSES**).
- Staff and parents learn about the issues around online safety.

March 2023:

- All classes took part in Anti-bullying week in November 2022.
- KS2 Anti-bullying survey completed in December 21 results show:
199 pupils took part in survey
12% said they had been bullied in school (11% in December 19)
54% of pupils identified it as verbal bullying (62% in December 19)
46% pupils said bullying was about appearance (10% in December 19, however 86% identified 'other' reason)
- KIVA approach is used to manage incidents of bullying.
- Bullying is recording on SIMs and termly bullying reports are submitted to the authority.
- Police liaison officer communicates with School and has delivered online anti-bullying workshops for Key Stage 2 learners.

Involvement of Community and extending links:

March 2021

- Noddfa Church put together Carols under the Arch via youtube. Pupils contributed towards this and families were encouraged to view this community online event in December 20.
- Pupils put together Christmas videos online for their friends and family during the pandemic lockdown-these were viewable via class dojo.
- Online assemblies delivered by Noddfa Church. Pupils took part in Remembrance service in classrooms.

March 2023

- Learners took part in commemorative services in classes, producing pre-recorded videos to share with community online.



- Class Festive productions were digitally produced and made available for families to celebrate.
- Online assemblies and Carols Under the Arch services
- Classes promoted online safety through Safer Internet Day in February 22.
- DJ for a Day project completed in Spring Term 22 with learners recording programme sessions and live broadcasts weekly on SW20 – updated provided on Twitter and weekly newsletter.

Joint Cluster Equality Objective 3: The curriculum is used to challenge gender prejudice and stereotypes and that pupils understand how prejudice and stereotyping may influence life direction.

Challenging Stereotypes

Outcome

- All classes have received additional books and resources which celebrate diversity and through activities, staff and pupils have been able to discuss inequalities, prejudice and discrimination in society.
- Teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils.
- Seek to involve all parents in supporting their child's education.
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures through research projects and links with parents and community leaders.
- School Ambassadors have completed work with pupils' in their class regarding Children's Rights, equality, prejudice and stereotypes.
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Actions:

- Extend School Ambassadors work across school in Summer term 21 through online assemblies and presentations (**ACHIEVED MARCH 22**).
- Further extend opportunities in our curriculum and in everyday situations to reinforce positive attitudes towards differences. (**ONGOING MARCH 22**)

March 2023

- All staff attended two session of Black Curriculum in September 2021 focussed on equality. Follow-up professional learning sessions to support staff in reinforcing positive attitudes towards differences, bias and stereotypes.
- Staff ensure learners are given the skills to question inequality through a range of contexts.
- Anti-racism Policy reviewed and updated and ratified in Governors March 2022.



- Black History Month was celebrated by all classes in October to promote diversity in our community and wider. Session ongoing with curriculum focus for all classes.
- Staff shared practise for curriculum planning and outcomes for diversity in presentation to EAS for Humanities Learning Network Schools.
- Books to promote equality and aspirational key figures in history and in present times in UK and worldwide.