**Strategic Equality Plan Progress Report - Penrhyn VC CIW School; March 2022**

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| Equality objective 1; Improve awareness of anti bullying procedures and monitor instances of identity based bullying. | | |
| Objective | Action | Impact |
| Plan age-appropriate opportunities in the curriculum to discuss issues related to the protected characteristics and to build pupils’ resilience to bullying | To Integrate the Health and Wellbeing AOLE and What Matters Statements into school themes.  To develop mindfulness activities suitable for all age ranges within the school. | Relevant ‘What Matters statements’ have now been integrated into the mid term plans for each of the school topics over a two year cycle. These have been effective in promoting children’s well being.  The school has made effective use of the Emotional Literacy Support Assistant to provide support to pupils when they have needed it. Drop in sessions where pupils can sign up have been very well received. |
| Record and monitor incidents of bullying in relation to the protected characteristics and use this information to review / include in strategic equality objectives | Head teacher report to include records of any bullying incidents related to the protected characteristics. | Whilst there have been no incidents of bullying that have related to the protected characteristics there have been incidents of unacceptable behaviour.  These are dealt with according to the school’s behaviour policy. When appropriate pupils have been given time to work with the ELSA. |

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| Equality objective 2; Ensure all groups of pupils are given the opportunity to make a positive contribution to the life of the school. | | |
| Objective | Action | Impact |
| To provide all pupils with the opportunity to take part in all aspects of school life | Monitor participation of all groups of pupils in school activities; vulnerable groups of pupils take part in all school activities  Monitor membership of ‘pupil voice’ groups; all groups are represented across the range of pupil voice groups in the school | All pupils have equal opportunities to participate in school trips and sporting opportunities  All groups of pupils make worthwhile contributions to ‘pupil voice groups’ |

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| Equality objective 3; Raise awareness of equality and diversity issues among pupils, staff and governors | | |
| Objective | Action | Impact |
| Ensure that lesson materials, reading books & displays promote diversity in terms of race, gender and ethnicity | Participate in Empathy Lab project  Empathy Week to focus on issues that promote understanding of diversity and the different situations that some children may face.  Purchase Empathy Lab book list and create display in school library. | The Empathy week project was a great success, with the children undertaking a range of activities to develop their understanding of diversity and the barriers that this may create for some people.  The school has a beneficial range of reading materials that support understanding of diversity. Materials range from early readers to books for accomplished readers. |