



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgolyllys.co.uk

YSGOL Y LLYS

Cynllun Cydraddoldeb Strategol 2024-25



Strategic Equality Plan 2024-25

Pennaeth Dros Dro: Mr Rhys Griffith

Dyddiad Derbyn Corff Llywodraethol	Tachwedd 2024
Dyddiad Adolygu Nesaf	Tachwedd 2025
Llofnod y Pennaeth	<i>Rhys Griffith</i>
Llofnod Cadeirydd y Corff	<i>Mike O'Meara</i>



YSGOL Y LLYS

✧ Lles Gwerin Llys Agored ✧



YSGOL Y LLYS

✧ Lles Gwerin Llys Agored ✧



Contents of our Strategic Equality Plan (SEP)

1.	Our distinctive character, values, priorities and aims	3
	1.1 School values	
	1.2 Characteristics of our school	
	1.3 Mainstreaming equality into policy and practice	
	1.4 Setting our equality objectives	
2.	Responsibilities	5
	2.1 Governing Body	
	2.2 Senior Leadership Team	
	2.3 Staff – teaching and non-teaching	
3.	Information gathering and Engagement	6
	3.1 Purpose and process	
	3.2 Types of information gathered	
	3.3 Engagement	
4.	Equality Impact Assessment	7
5.	Objectives and Action Plans	8
6.	Publication and reporting	9
7.	Monitor and Review	9

Appendices

App. 1	Regional Equality Objectives
App. 2	School Equality Objectives and Action Plan
App. 3	School Access Plan (use current plan for 2019-2023)





Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgolyllys.co.uk

1. Our Distinctive Character, priorities and Aims

1.1 School values

At Ysgol y Llys we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of disability, race, gender, age, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

The achievement of pupils will be monitored and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At *Ysgol y Llys* we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

1.2 Characteristics of our school

Ysgol y Llys creates a happy and safe environment for all the children. Our aim is to develop self-confidence and self-discipline in a caring and supportive atmosphere.

The children are taught by qualified and enthusiastic staff, who demand high standards, to ensure that each child develops to his/her full potential in all aspects.

As a designated Welsh medium school we ensure that all children in the school are fully bi-lingual.

Pupil WELFARE is central to all teaching and forms the basis of the school ethos at Ysgol y Llys. We do not discriminate against anyone at Ysgol y Llys and the right to equal opportunity is there for all.

The school works closely with outside agencies, including school ESW, School nurse, educational psychologist, Learning Support and Behaviour Support. This ensures all pupils receive support to their individual needs.

1.3 Mainstreaming equality into policy and practice

As well as the specific actions set out beneath this plan, the school operates equality of opportunity in its day to day practice in the following ways.



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgolyllys.co.uk

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, we will:

- use contextual data to improve the ways in which we provide support to individuals and groups of pupils;
- monitor achievement data according to the various protected characteristics and action any gaps;
- take account of the achievement of all pupils when planning for future learning and setting challenging targets;
- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- encouraging classroom and staffroom discussion of equality issues which reflect on social stereotypes, expectations and the impact on learning;
- including teaching and classroom-based approaches appropriate for the whole school population, which are inclusive and reflective of our pupils

1.4 Setting our equality objectives

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:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means
 - a. removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b. taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - c. encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it



Our SEP and Equality Objectives are set in the light of:

- The regional equality objectives identified in **Appendix 1**;
- views expressed by stakeholders that have been involved in the development of the scheme;
- issues arising as a result of our analysis of our pupil data, e.g. attainment data of boys v. girls;

The delivery of our SEP will contribute to all of our actions and commitments to:

- raise standards;
- narrow the attainment gap in outcomes for children and young people;
- improve outcomes as described within the Children and Young People Plan (CYPP);
- promote community cohesion

Our School Equality Objectives are set out in **Section 5 (p.10) and Appendix 2**.

2. Responsibilities

2.1 Governing Body

The governing body has set out its commitment to equality and diversity in this plan and it will continue to do all it can to ensure that the school is fully inclusive to pupils, and responsive to their needs based on the various protected characteristics. The governing body:

- seeks to ensure that people are not discriminated against when applying for jobs at our school;
- takes all reasonable steps to ensure that the school environment gives access to people with disabilities, and also strive to make communications as inclusive as possible for parents, carers and pupils;
- ensures that no child is discriminated against whilst in our school

In order to meet its reporting responsibility, the governing body will report on the progress of the SEP annually, as part of its Annual Report to parents.

2.2 Senior Leadership Team (SLT)

The SLT promotes equality and eliminates discrimination by:

- implementing the school's SEP, supported by the governing body in doing so;



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgolyllys.co.uk

- ensuring that all staff are aware of their responsibilities under the Act and are fully informed of our school's SEP and equality objectives,
- ensuring that all appointments' panels give due regard to this plan, so that no one is discriminated against when it comes to employment or training opportunities;
- promoting the principle of equal opportunity when developing the curriculum, and promoting respect for other people and equal opportunities to participate in all aspects of school life;
- treating all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, according to the Authority's and school's policies
- ensuring that all staff are aware of this.

2.3 Staff – teaching and non-teaching

The school regards equality for all as a responsibility for all. All members of staff contribute to ensuring that our school is a fair, just and cohesive community by:

- ensuring that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's SEP;
- striving to provide material that gives positive images based on the protected characteristics and challenges stereotypical images;
- challenging any incidents of prejudice, racism or homophobia, and record any serious incidents as prescribed in the LA and school's policies, e.g. reporting of racial incidents;
- supporting the work of ancillary or support staff and encourage them to intervene in a positive way against any discriminatory incidents

3. Information gathering and Engagement

3.1 Purpose and process

The collection of information is crucial to supporting us in deciding what actions to take to improve equality and eliminate discrimination within the school community. The information also subsequently helps us to review our performance, so it needs to be detailed enough to enable us to measure how we are delivering on equality duties. The information also helps us to do accurate impact assessment and identify which of the school's aims have been achieved and what we need to do better.

Engagement is based on the information gained about representation of different groups. We aim to do this as fully as possible while recognising issues of sensitivity in relation to the different protected characteristics. We take particular steps to ensure disabled children and young people, parents and carers are involved as is their entitlement. The reason that this progress is important is to understand the full range of needs of the school community.



3.2 Types of information gathered

The wide range of information gathered to support our planning and action to promote equality and eliminate discrimination includes the following:

- an analysis of the responses received from pupils, parents/carers, staff, governors and community groups following the distribution of a questionnaire to determine equality issues. The questions included in the questionnaire do not highlight specific protected characteristics, but seek to obtain stakeholders' views across the board;
- identification of children and young people, parents, carers, staff and other users of the school representing the different protected characteristics, if possible and appropriate. This helps us develop and monitor the scheme. Comprehensive and sensitive efforts are made to collect accurate information and meet data protection requirements, in addition to our duty to secure accurate information relating to ethnicity and first language;
- pupil attainment and progress data relating to different groups;
- children and young people's views actively sought and incorporated in a way that values their contribution;
- information about how different groups access the whole curriculum and how they make choices between subject options;
- sports and activities choices of all groups;
- uptake of enrichment activities by group;
- exclusions data analysed by group;
- records of bullying and harassment on the grounds of any equality issue;
- data on the recruitment, development and retention of employees;
- outcomes of activities promoting community engagement and community cohesion;
- outcomes of actions taken to secure the involvement of parents and others who have been identified as difficult to engage;

4. Equality Impact Assessment

Impact assessment refers to the review of all current and proposed plans and policies in order to help us act to promote equality and to ensure no person is disadvantaged by school activities through discrimination. Impact assessments are an on-going process to ensure that the school's plans and policies are developed in an increasingly inclusive and equitable way.

As part of this school's compliance of the specific duties of the Act, we will continue to undertake impact assessment of all new policies and plans prior to them being implemented. Similarly, we will impact assess our existing policies and plans whenever they are reviewed. As such, impact assessments are incorporated into the school's planned review and revision of every policy.

Where impact assessments have been done, they will influence changes to policy and the review of the SEP itself.



5. Objectives and Action Plans

Our chosen Equality Objectives are

1. Reduce the incidence of all forms of harassment and abuse, including (but not limited to) violence against women, hate crime, bullying, child abuse, domestic abuse, and abuse of older people.
2. Ensure the adequate provision of high quality, accessible advice, and information and advocacy services to enable people with protected characteristics to understand and exercise their rights and make informed choices.
3. Strengthen community cohesion by fostering good relations, inclusion, mutual respect and understanding within and between communities across Wales.

We have action plans covering all relevant protected characteristics (Appendix 2). These describe how we are taking action to fulfil both the general and specific duties.

Our action plans are cross referenced with *the School Development Plan at Ysgol y Llys* which ensures that they are checked, monitored and evaluated systematically.

The action plans show:

- objectives and specific actions;
- expected impact and indicators of achievement (success criteria);
- clear timescales;
- who has lead responsibility;
- resource implications;
- specified dates for impact assessment and review.

The school evaluates the effectiveness of the SEP on a regular basis, through the governing body and with Estyn when the school is inspected.



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgolyllys.co.uk

6. Publication and reporting

The school provides a copy of its SEP and its action plan to meet its equality objectives in a range of formats and actively makes it available to parents/carers and others, including those identified as difficult to engage. The school prospectus includes a reference to the SEP and the values underpinning it.

The school reports annually on the progress made on the action plans and the impact of the SEP itself on school ethos and practice within the school. This is included as part of the Governors' Annual Report to Parents.

All data collected will be used solely for the purpose of analyzing trends by protected characteristic in performance, take-up and satisfaction with services offered by the school or local authority. Such information will be stored separately from personal information which identifies the individual. In order to protect the identities of individuals when trend information is published no counts containing less than 5 individuals will be published.

7. Monitor and Review

As part of our responsibility to monitor the SEP, we commit to:

- revisiting and analysing the information and data used to identify priorities for the SEP and action plans. This incorporates use of the overview of outcomes;
- using the impact assessments to ensure that actions taken have a positive impact across all protected characteristics, that the promotion of equality is at the heart of school planning and that discrimination is being eliminated effectively.

The review of the SEP informs its revision, the setting of new priorities and action plans. This process continues to:

- involve the participation of a full range of stakeholders;
- be evidenced based - using information and data that the school has gathered and analysed;
- use the evidence to do accurate impact assessments which inform priorities.

We will undertake a full review of our SEP by September 2023.



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgotyllys.co.uk

YSGOL Y LLYS

Strategic Equality Plan 2024 – 2025

Appendices

- App. 1 Regional Equality Objectives 2019-2023
- App. 2 School Equality Objectives and Action Plan
- App. 3 Current school Access Plan



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgotyllys.co.uk

APPENDIX 1

Regional Equality Objectives 2019-23

North Wales)

Objective 1

- Reduce the incidence of all forms of harassment and abuse, including (but not limited to) violence against women, hate crime, bullying, child abuse, domestic abuse, and abuse of older people.

Objective 2

- Ensure the adequate provision of high quality, accessible advice, information and advocacy services to enable people with protected characteristics to understand and exercise their rights and make informed choices.

Objective 3

- Strengthen community cohesion by fostering good relations, inclusion, mutual respect and understanding within and between communities across Wales.



Ysgol y Llys
 Rhodfa'r Tywysog, Prestatyn
 Sir Ddinbych, LL19 8RP
 e-bost | email: ysgol.yllys@sirddinbych.gov.uk
 ffôn | phone: 01745 853019
 gwefan | website: www.ysgolyllys.co.uk

YSGOL Y LLYS

Strategic Equality Plan 2024 – 2025 Equality Objectives and Action Plan

Equality Objective 1.				
<ul style="list-style-type: none"> Reduce the incidence of all forms of harassment and abuse, including (but not limited to) violence against women, hate crime, bullying, child abuse, domestic abuse, and abuse of older people. 				
Our Research: Ensure all staff have received E-Module training on 'Violence in the Home' and other similar update training- Through HWB/EDUCARE				
Information from Engagement: Able to assist families who require support, recognise signs and help families access support and signpost relevant agencies.				
Data Development: Log Pupil / Family welfare concerns- and track intervention progress form agencies such as Barnados, Action for Children, Social Services, Spectrwm, NSPCC.				
<p>This objective will be judged to be successful if... Successful intervention feedback. Positive response from Pupil/Family Welfare Questionnaires. Positive attainment levels in FSM pupils- GwE pupil tracking system implemented to track pupil progress.</p>				
Actions:				
	Description	Responsibility	Start date	End date
1.1	ALL staff to complete online 'Violence in the Home' E-Module + HWB Safeguarding Modules (1- 4 for teaching staff, 1 – 2 for	RhG Governing Body	Sep 2024	July 2025



Ysgol y Llys
 Rhodfa'r Tywysog, Prestatyn
 Sir Ddinbych, LL19 8RP
 e-bost | email: ysgol.yllys@sirddinbych.gov.uk
 ffôn | phone: 01745 853019
 gwefan | website: www.ysgotyllys.co.uk

	classroom assistants and admin staff)			
1.2	Implement GWE pupil tracking system- record pupil attainment Levels and projected end of Key Stage Targets.	RhG SAJ	Sep 2024	July 2025 (Ongoing)
1.3	Continue to make effective use of professional agencies such as Team around the Family/ Barbados.	RhG Staff	Ongoing	Ongoing
1.4	Appoint TA to track FSM pupil progress and deliver scheme of work which supports learning and enrich opportunities.	DP ER (SENCO)	Sep 2024	July 2025.
1.5	Work with School Council, Staff and Governors to revise school Anti Bullying and Discipline Policy and Procedures.	RhG	January 2025	Review annually.



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgolyllys.co.uk

YSGOL Y LLYS

Strategic Equality Plan 2024 – 2025 Equality Objectives and Action Plan

Equality Objective 2.

- Ensure the adequate provision of high quality, accessible advice, and information and advocacy services to enable people with protected characteristics to understand and exercise their rights and make informed choices.

Our Research:

Ensure all relevant information is available to stakeholders- through a wide range of methods- update school website, , ensure regular communication via email, extend opportunities for parents to attend SEN 'drop in ' sessions'.

Arrange regular newsletters highlighting Parent's Information Sessions and also ensure wider opportunities for school pupils to visit and support local Sheltered Accommodation- i.e. Harvest Thanksgiving, Carol Singing in local Prestatyn area.

Information from Engagement

Data Development:

Ensure regular Pupil Welfare questionnaires to measure impact of school provision.

Ensure Parental Questionnaires refer to ways in which we can continue to improve provision not only for pupils but for families.

This objective will be judged to be successful if...

Positive feedback from all stakeholders

Actions:



Ysgol y Llys
 Rhodfa'r Tywysog, Prestatyn
 Sir Ddinbych, LL19 8RP
 e-bost | email: ysgol.yllys@sirddinbych.gov.uk
 ffôn | phone: 01745 853019
 gwefan | website: www.ysgotyllys.co.uk

	Description	Responsibility	Start date	End date
1.1	Update school system of Communication- i.e. School website, School Parents App	RhG SAJ Admin Staff	Sept 2024	Ongoing
1.2	Work closely with the school SENCO to arrange 'drop in sessions' for parents/ families	RhG ER	Sept 2024	Ongoing
1.3	Develop Meeting Rooms and Family Rooms in Ysgol y Llys to enable agencies to have multipurpose facilities to support families	RhG ER	January 2025	Ongoing



Ysgol y Llys
 Rhodfa'r Tywysog, Prestatyn
 Sir Ddinbych, LL19 8RP
 e-bost | email: ysgol.yllys@sirddinbych.gov.uk
 ffôn | phone: 01745 853019
 gwefan | website: www.ysgolyllys.co.uk

YSGOL Y LLYS

Strategic Equality Plan 2024 – 2025 Equality Objectives and Action Plan

Equality Objective 3. <ul style="list-style-type: none"> Strengthen community cohesion by fostering good relations, inclusion, mutual respect and understanding within and between communities across Wales. 				
Our Research: Use Pupil Welfare Questionnaires to assess pupils' views on the different communities and cultures across Wales.				
Information from Engagement- Use the Donaldson 'Successful Futures' Report as a basis to review whole school curriculum planning and provision and ensure the curriculum offer here at Ysgol y Llys evolves in line with the principles of the New Curriculum for Wales.				
Data Development: Revised Curriculum, Health and Well-being focus- School to school and cluster collaboration. Community projects fostering pride in locality and in Welsh language and cultures. Ensuring the language is suited and accessible to all who wish to attend Ysgol y Llys.				
This objective will be judged to be successful if...				
The school curriculum delivery is adapted, revised to meet the needs of learners at Ysgol y Llys in 2024 onwards. The school is ready to meet the challenge of the revised ALN code of practice and can meet the needs of ALN learners.				
Actions:				
	Description	Responsibility	Start date	End date
1.1	Ensure training for the staff regarding the targets set out in our School Development Plan.	RhG Governing Body	Ongoing	Ongoing
1.2	Participate in Cluster project focussing on Pupil Health and Wellbeing	RhG Cluster	January 2025	Ongoing
1.3	Ensure as part of Cluster work that Governing Bodies work closely	DP	February 2019	Ongoing.



Ysgol y Llys
Rhodfa'r Tywysog, Prestatyn
Sir Ddinbych, LL19 8RP
e-bost | email: ysgol.yllys@sirddinbych.gov.uk
ffôn | phone: 01745 853019
gwefan | website: www.ysgotyllys.co.uk

	together to learn about the different needs of the feeder schools. Ensure termly meetings between Chairs of Governing Bodies are held to support each other and to share good practice in terms of provision for equality, SEN,	Chair of Governors,		
--	---	---------------------	--	--