



Ty Gwyn Education Centre
STRATEGIC EQUALITY PLAN FOR 2026-2029

Date of Issue: Autumn 2022
First review of the Strategic Equality Plan: Autumn 2023
Formal review of Strategic Equality Plan: Summer 2026

Equality Objective 1 (please link to protected characteristics) To further reduce all forms of bullying, particularly to those with different appearances related to race or disability

Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.) Annual Anti-Bullying week survey, monthly data analysis including incidents of bullying and exclusions related to this

Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data) Monitoring the monthly data, two incidents of racial bullying

Further data required in future n/a

Success criteria: a further reduction in all forms of bullying

Actions	Description	Resources	Lead Officer	Start Date	End Date
1.1	Rights Respecting Schools programme across teaching and learning resources, DACW, assembly and fund raising activities such as Soccer Aid	<ul style="list-style-type: none">• Rights education embedded in curriculum annual membership £150• Programme of fund and awareness raising activities	VCW/GT	01.04.26	

1.2	Annual (vertical) house competitions to promote collaboration and cooperation, breaking down barriers	<ul style="list-style-type: none"> Project TLR used summer term to organise house events £2500 pro rata 	SP	01.06.26	
1.3	Enhanced reward programme for full points/school value focus week (eg. respect week)	<ul style="list-style-type: none"> Assembly and rewards for poster competition 	ND	01.09.26	
1.4	Monthly school council, RRS Ambassador assignments and activities	<ul style="list-style-type: none"> School calendar and activities 	GT	On going	
1.5	Theatre group work with Y7 and 8 to build pro-social and working together skills, write, script and perform a short film	<ul style="list-style-type: none"> Additional funding required (from VR and DB training course reimbursement) £4k circa 	DB and VR	15.05.26	
Equality Objective 2 (please link to protected characteristics) to increase positive perceptions of minority groups					
Engagement Findings (e.g., priorities identifies from stakeholder surveys, meetings, workshops etc.) Annual pupil surveys about bullying and learning, PASS survey about attitudes to school					
Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data analysis) Monthly data regarding racial or verbal abuse incidents					
Further data required in future n/a					
Success criteria: improved perceptions of minority groups and reduced negative incidents recorded around prejudice issues or hate speech, including misogyny					
Actions	Description	Resources	Lead Officer	Start Date	End Date
2.1		<ul style="list-style-type: none"> TOTW schedule 	ND	01.09.26	

	Continued review and improvement of DACW/RSE/PSE programmes	<ul style="list-style-type: none"> RRS programme of teaching 			
2.2	Use of diversity days in school calendar to celebrate difference	<ul style="list-style-type: none"> School calendar 	ND	01.09.26	
2.3	LGBT Club and “Just Like Us” membership	<ul style="list-style-type: none"> Open to all once a month Ongoing membership to access resources 	LB/KBC	01.09.26	
2.4	Continued use of “Girls on Board” to promote equality and give protected time to specific female based issues	<ul style="list-style-type: none"> Ongoing membership Ongoing meetings and weekly shared activity circa £3k 	JF/RW	ongoing	

Equality Objective 3 (please link to protected characteristics)
Engagement Findings (e.g., priorities identified from stakeholder surveys, meetings, workshops etc.) Observations/staff group
Key Self-Evaluation Findings (e.g., priorities identified from qualitative and quantitative data analysis) general ideas
Further data required in future
Success criteria to have wider participation in the Careers and World of Work programme, diverse speakers and visitors to school.

Actions	Description	Resources	Lead Officer	Start Date	End Date