

BRYN-Y-DERYN



CARNEGIE CENTRE
Cyfleoedd ar gyfer newid a
llwyddiant
opportunities for change and success

Strategic Equality Plan
2021-2022

Bryn-y-Deryn and the Carnegie Centre values equality and diversity and actively supports practice that promotes genuine equality for all staff and young people.

At the heart of our work and curriculum. The starting point for all experiences and supporting our learners to be to develop:

- **ambitious, capable learners ready to learn throughout their lives**
- **enterprising, creative contributors, ready to play a full part in life and work**
- **ethical, informed citizens of Wales and the world**
- **healthy, confident individuals, ready to lead fulfilling lives as valued members of society**

STRATEGIC EQUALITY PLAN

The target of our Strategic Equality Plan (SEP) is to fulfil the duties to promote equality for people with protected characteristics, and embed equality at the heart of our school community. We endeavour to:

1. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
2. eliminate discrimination, harassment and victimisation
3. foster good relations between persons who share a relevant protected characteristic and persons who do not share it

We have strategically planned objectives to enable us to meet these aims. We have based our Positive Actions on local, regional and national priorities within education as well as feedback from engagement with our school community and our own school data.

Our Positive Actions are:

1. *developing and extending ByD Summer Induction Teaching Pack to starters throughout ByD/CC*
2. *establish LGBTQ+ club in CC*
3. *continue to raise the profile of E&D in ByD/CC*

EQUALITY REPORT

The Equality Report will be published during Summer Term annually for our school community, recording the progress made on the Positive Actions and the impact of the Strategic Equality Plan itself on ethos and practice within the school.

We will publish the Equality Report on our website and it will be communicated to parents/carers at induction. It is available in large print and other formats on request.