

An Equality Strategic Implementation
Plan

To co-exist with the school's
Policy.

Richard Carbis

Promoting Equality and Inclusion: A Strategic Plan for Ysgol Groes-wen

Introduction:

At Ysgol Groes-wen, we are committed to fostering an inclusive and equitable environment where every student, staff member, and stakeholder feels valued, respected, and supported. Our strategic plan for promoting equality reflects our dedication to upholding the principles of diversity, equality, and inclusion as fundamental values in our educational community.

Vision:

Our vision for this strategy is:

To create a school culture that celebrates diversity, promotes equality, and ensures that all individuals have equal access to opportunities for learning, personal growth, and success.

This fits with the school's overall vision;

Stronger together, Groes-wen bilingual school will establish an inspiring, warm and welcoming community that celebrates Welshness while developing an inclusive and sustainable environment.

Our children will develop as creative, confident, principled, ambitious and enterprising linguists!

Our Mission as a School is:

To actively challenge discrimination, promote understanding and acceptance of differences, and embed equality and inclusion into all aspects of school life.

Strategic Objectives:

Leadership and Governance:

- Establish an Equality and Inclusion Committee comprising representatives from diverse backgrounds to oversee the implementation of equality initiatives.
- Ensure that equality and inclusion principles are integrated into the school's vision, mission, and policies.
- Provide regular training for school leaders and governors on equality, diversity, and inclusion issues.

Curriculum and Teaching:

- Review and update the curriculum to ensure that it reflects diverse perspectives, histories, and cultures.
- Provide training and resources for teachers to effectively address diversity and inclusion in their teaching practices.
- Encourage the use of inclusive teaching methods and materials that cater to different learning styles and abilities.

Student Support and Wellbeing:

- Implement programs to support the mental health and wellbeing of students from diverse backgrounds.
- Establish peer support networks and mentoring programs to assist students who may face discrimination or exclusion.
- Ensure that all students have access to appropriate support services based on their individual needs.

Staff Recruitment and Development:

- Develop recruitment practices that actively promote diversity and inclusivity among staff members.
- Provide training and professional development opportunities for staff to enhance their understanding of equality issues and develop inclusive teaching practices.
- Implement mechanisms for staff feedback and support regarding equality and inclusion initiatives.

Partnerships and Community Engagement:

- Forge partnerships with external organizations and community groups that promote equality and inclusion.
- Engage parents, carers, and the wider community in discussions and activities related to diversity and inclusion.
- Collaborate with other schools and educational institutions to share best practices and resources for promoting equality.

Equality Strategic Implementation Plan:

Purpose	Activity	Name and Funding	Timetable
Leadership and Governance:			
1) GB Role	Establish an Equality and Inclusion Committee comprising representatives from diverse backgrounds to oversee the implementation of equality initiatives.	GB and Headteacher	September 2026
2) School Vision	Ensure that equality and inclusion principles are integrated into the school's vision, mission, and policies - This is amplified by our focus on 'Stronger Together'.	GB and Headteacher	September 2026
3) CPD	Provide regular training for school leaders and	GB and Headteacher PL Grant	September 2026 onwards

	governors on equality, diversity, and inclusion issues.		
4) The Rights of the Child	That all policies, documents and ethos of the school embeds the rights of the child.	GB and Headteacher	Since 2023 onwards
Curriculum and Teaching:			
1) Curriculum	Does the Curriculum provide a diverse provision that celebrates all cultures in Cardiff, Wales and the World?	AMH	September 2026
2) CPD	Provide training and resources for teachers to effectively address diversity and inclusion in their teaching practices.	Headteacher and AMH PL Grant	September 2026 onwards
3) Inclusion	Encourage the use of inclusive teaching methods and materials that cater to different	CRh and MS RRS	September 2026 onwards

	learning styles and abilities.		
4) Rights of the Child	That this is a natural part of curriculum discussions.	Headteacher	September 2026
Student Support and Wellbeing:			
1) Inclusion Support	Implement programs to support the mental health and wellbeing of students from diverse backgrounds.	ALNCo RRRS	September 2026 onwards
2) Support	Ensure that all students have access to appropriate support services based on their individual needs.	ALNCo ALN	September 2026 onwards
3) Embedding the Rights of the Child	Ensure that the Rights are at the heart of all support provided – aim for Gold award.	Headteacher and ALNCo	July 2027

Staff Recruitment and Development:			
1) CPD	Provide training and professional development opportunities for staff to enhance their understanding of equality issues and develop inclusive teaching practices	GB, Headteacher and CRh PL Grant	September 2026 onwards
Partnerships and Community Engagement:			
1) External Organisations	Forge partnerships with external organisations and community groups that promote equality and inclusion.	Headteacher, GB and SLT	Continue with this – CWTCH being our main partner
2) Parents	Engage parents, carers, and the wider community in discussions and activities related to	Parents, Headteacher and SLT	Autumn Term 2026

	diversity and inclusion.		
3) Collaborate across schools	Collaborate with other schools and educational institutions to share best practices and resources for promoting equality.	Headteacher and SLT PL Grant	September 2026 onwards

Evaluation and Review:

- The School will conduct termly evaluations to assess the effectiveness of equality initiatives and identify areas for improvement.
- The School will Solicit feedback from students, staff, and stakeholders to gauge the impact of equality measures on the school community.
- The GB will review and update the strategic plan on an annual basis to ensure that it remains aligned with the evolving needs of the school and its stakeholders.

Conclusion:

By implementing this strategic plan for promoting equality and inclusion, Ysgol Groes-wen reaffirms its commitment to fostering a school environment where diversity is celebrated, and all individuals are valued and respected. Through collaborative efforts and ongoing dedication, we will continue to strive towards creating a more equitable and inclusive educational community.

Equality Implementation Plan for Ysgol Groes-wen (please see above)

Introduction:

This Equality Implementation Plan outlines the steps and strategies that Ysgol Groes-wen will undertake to promote equality and foster an inclusive environment for all members of our school community. By implementing this plan, we aim to ensure that every individual, regardless of their background or characteristics, feels valued, respected, and supported within our school.

Goals:

Raise Awareness: Increase awareness and understanding of equality issues among students, staff, parents, and the wider community.

Policy Development: Develop and implement clear policies and procedures that promote equality and prevent discrimination.

Inclusive Practices: Embed inclusive practices into all aspects of school life, including teaching, learning, and extracurricular activities.

Support and Guidance: Provide support and guidance to individuals who may experience discrimination or require additional assistance.

Monitoring and Evaluation: Regularly monitor progress and evaluate the effectiveness of equality initiatives to ensure continuous improvement.

As part of the Equality Strategic Implementation Plan: Ysgol Groes-wen will;

Raise Awareness:

- Conduct training sessions and workshops for staff, students, and parents on equality, diversity, and inclusion.
- Organise events and campaigns to celebrate diversity and promote understanding of different cultures, backgrounds, and identities.
- When we have pupils of an appropriate age, we will establish a student-led equality group to drive awareness-raising initiatives and promote dialogue on equality issues.

Policy Development:

- Review existing policies and procedures to identify gaps and areas for improvement in promoting equality.
- Develop and implement an Equality Policy that outlines the school's commitment to equality and sets out clear expectations for behaviour and practice.
- Ensure that all policies and procedures are accessible and transparent, with mechanisms in place for reporting discrimination or harassment.

Inclusive Practices:

- Provide training and resources for teachers to integrate inclusive teaching practices into their lessons.
- Review the curriculum to ensure that it reflects diverse perspectives and includes content that promotes understanding and respect for all individuals.
- Create an inclusive learning environment by addressing barriers to participation and providing reasonable adjustments for students with disabilities or additional needs.

Support and Guidance:

- Establish support mechanisms for individuals who may experience discrimination, such as counselling services and peer support groups. Any discrimination will be noted on 'My Concern'.
- Provide training for staff on how to recognize and respond effectively to incidents of discrimination or harassment.
- Develop a system for monitoring and addressing bullying or discriminatory behaviour, with appropriate consequences for perpetrators.

Monitoring and Evaluation:

- Implement regular surveys and feedback mechanisms to gather data on the school climate and experiences of equality.
- Set measurable targets and indicators to track progress towards equality goals.
- Conduct annual reviews of the Equality Implementation Plan to assess achievements, identify areas for improvement, and update strategies as necessary.

Conclusion:

By implementing this Equality Strategic Implementation Plan, Ysgol Groes-wen reaffirms its commitment to creating an inclusive and equitable school environment where every individual can thrive. Through collaborative efforts and ongoing commitment, we will continue to work towards achieving our equality goals and ensuring that all members of our school community are treated with dignity, fairness, and respect.

Teitl: Hyrwyddo Cydraddoldeb a Chynhwysiant: Cynllun Strategol ar gyfer [Enw'r Ysgol]

Cyflwyniad:

Yn [Enw'r Ysgol], rydym yn ymrwymedig i feithrin amgylchedd cynhwysol ac cydradd, lle mae pob myfyriwr, aelod staff, ac rhanddeiliad yn teimlo eu bod yn cael eu gwerthfawrogi, eu parchu, a'u cefnogi. Mae ein cynllun strategol ar gyfer hyrwyddo cydraddoldeb yn adlewyrchu ein hymrwymiad i ddeall y rhai diwylliedig, cydradd a chyrraedd cynhwysiant fel gwerthoedd sylfaenol yn ein cymuned addysgol.

Gweledigaeth:

Creu diwylliant ysgol sy'n dathlu amrywiaeth, yn hyrwyddo cydraddoldeb, ac yn sicrhau bod gan bob unigolyn fynediad cyfartal at gyfleoedd ar gyfer dysgu, twf personol, a llwyddiant.

Cenhadaeth:

Herio'n weithredol unrhyw wahaniaethu, hyrwyddo dealltwriaeth a derbyn amrywioldebau, ac ymgorffori cydraddoldeb a chynhwysiant i bob agwedd ar fywyd yr ysgol.

Amcanion Strategol:

Arweinyddiaeth a Llywodraethiant:

- Sefydlu Pwyllgor Cydraddoldeb a Chynhwysiant sy'n cynnwys cynrychiolwyr o gefndiroedd amrywiol i oruchwylio'r gweithrediadau o ran gweithredu mentrau cydraddoldeb.
- Sicrhau bod egwyddorion cydraddoldeb a chynhwysiant wedi'u hymgorffori yn weledigaeth, cenhadaeth, a pholisïau'r ysgol.
- Darparu hyfforddiant rheolaidd i arweinwyr ysgol a llywodraethwyr ar faterion cydraddoldeb, amrywiaeth, a chynhwysiant.

Cwricwlwm ac Addysgu:

- Adolygu ac adnewyddu'r cwricwlwm i sicrhau bod yn adlewyrchu safbwyntiau, hanesion, a diwylliannau amrywiol.
- Darparu hyfforddiant ac adnoddau i athrawon i fynd i'r afael ag amrywiaeth a chynhwysiant yn eu harferion dysgu.
- Anog defnyddio dulliau ac offer dysgu cynhwysol sy'n denu amrywiaeth o arddulliau dysgu ac alluoedd.

Cefnogaeth a Lles Myfyrwyr:

- Gweithredu rhaglenni i gefnogi iechyd meddwl a lles myfyrwyr o gefndiroedd amrywiol.
- Sefydlu rhwydweithiau cefnogi cymheiriaid a rhaglenni mentora i helpu myfyrwyr sy'n wynebu gwahaniaethu neu wrthod.
- Sicrhau bod gan bob myfyriwr fynediad at wasanaethau cefnogi a chyfleusterau priodol yn seiliedig ar eu hanghenion unigol.

Recriwtio a Datblygiad Staff:

- Datblygu arferion recriwtio sy'n hyrwyddo amrywiaeth a chynhwysiant ymysg aelodau staff.
- Darparu hyfforddiant a chyfleoedd datblygu proffesiynol i staff i wella eu dealltwriaeth o faterion cydraddoldeb ac i ddatblygu arferion dysgu cynhwysol.

- Gweithredu mecanweithiau ar gyfer adborth a chymorth i staff ynglŷn â mentrau cydraddoldeb a chynhwysiant.

Partneriaethau ac Ymgysylltu â'r Gymuned:

- Llunio partneriaethau gyda sefydliadau allanol a grwpiau cymunedol sy'n hyrwyddo cydraddoldeb a chynhwysiant.
- Ymgysylltu â rhieni, gofalwyr, a'r gymuned ehangach mewn trafodaethau a gweithgareddau sy'n ymwneud ag amrywiaeth a chynhwysiant.
- Cydweithio â physgolion eraill ac sefydliadau addysgol i rannu arferion gorau ac adnoddau ar gyfer hyrwyddo cydraddoldeb.

Cynllun Gweithredu:

- Sefydlu amserlen ar gyfer gweithredu pob amcan strategol, gan osod milsteiniau clir a chyfrifoldebau.
- Dyfarnu adnoddau, gan gynnwys dyraniadau cyllidebol a chymorth staff, i gefnogi'r gweithrediadau ar gyfer mentrau cydraddoldeb.
- Monitro'r cynnydd tuag at gyflawni'r amcanion a amlinellir yn y cynllun strategol ac apiau'n rheolaidd yn ôl yr angen.

Gwerthuso ac Adolygu:

- Cynnal gwerthusiadau rheolaidd i asesu effeithiolrwydd mentrau cydraddoldeb a chanfod meysydd ar gyfer gwelliant.
- Gwahodd adborth gan fyfyrwyr, staff, a rhanddeiliaid i feirniadu effaith mesurau cydraddoldeb ar y gymuned ysgol.
- Adolygu ac adnewyddu'r cynllun strategol yn flynyddol i sicrhau ei fod yn parhau'n gyson â hanghenion newidiol yr ysgol a'i rhanddeiliaid.

Casgliad:

Drwy weithredu'r cynllun strategol hwn ar gyfer hyrwyddo cydraddoldeb a chynhwysiant, mae [Enw'r Ysgol] yn ailddweud ei hymrwymiad i feithrin amgylchedd ysgol lle caiff amrywiaeth ei ddathlu, a gwerthir ac ymresymir pob unigolyn. Trwy ymdrechion cydweithredol a dyfalbarhad parhaus, byddwn yn parhau i ymdrechu tuag at greu cymuned addysgol fwy cydraddol ac yn fwy cynhwysol.

Cynllun Gweithredu Cydraddoldeb Ysgol [Enw'r Ysgol]

Cyflwyniad:

Yn Ysgol [Enw'r Ysgol], rydym yn ymrwymedig i greu amgylchedd lle mae pob unigolyn yn cael eu parchu ac yn cael fynediad cyfartal at gyfleoedd addysgol a datblygiad personol. Mae ein cynllun gweithredu cydraddoldeb yn adlewyrchu ein hymrwymiad i gefnogi amrywiaeth ac annog cydraddoldeb ar draws ein cymuned ysgol.

Amcanion:

Hybu Ymwybyddiaeth ac Ymrwymiad:

- Cynnal cynhadleddau a gweithdai i godi ymwybyddiaeth am bwysigrwydd cydraddoldeb ac annog ymrwymiad o bob aelod o'r ysgol.
- Llunio polisi cydraddoldeb a'i ymgorffori'n dryloyw ym mhob agwedd ar fywyd ysgol.
- Hyrwyddo ymgysylltiad o'r plith staff, myfyrwyr, a rhieni i sefydlu partneriaethau cadarn o gefnogaeth a chefnogaeth i'r gwaith cydraddoldeb.

Adolygu a Diweddarau Polisiâu:

- Adolygu'n rheolaidd polisiâu a gweithdrefnau ynghylch cydraddoldeb i sicrhau eu bod yn adlewyrchu'r anghenion a'r rhagolygon diweddaraf.
- Ymgysylltu â'r gymuned ysgol i gasglu adborth ar effaith a gweithredu polisiâu cydraddoldeb.
- Cynnig hyfforddiant i staff ar ddiweddarau polisiâu a mynediad at adnoddau cefnogi.

Ymarferion Cydraddoldeb Gweithiol:

- Llunio pecynnau hyfforddiant a gweithgareddau ymarferol i hyrwyddo dealltwriaeth ac ymwybyddiaeth o bwysigrwydd cydraddoldeb.
- Anfon staff ar hyfforddiant o ran adnoddau sy'n cynnwys hyfforddiant sefydliadol ac ymarferol ar y pwnc.
- Cynnal gweithdai a dosbarthiadau ymarferol i wella sgiliau cydraddoldeb a phrosiectau sy'n annog cyfraniad gan ddisgyblion.

Cymorth ac Arweiniad i Ddisgyblion:

- Cynnig cymorth personol i ddisgyblion sy'n wynebu heriau o ran cydraddoldeb neu wahaniaethu.
- Llunio adnoddau ymarferol fel pecynnau hyfforddiant i helpu disgyblion i ddatblygu hunan-barch a sgiliau cydraddoldeb.
- Creu cymunedau o gefnogaeth gan ddefnyddio mentoriaid myfyrwyr a gweithgareddau cymdeithasol.

Gwahaniaethu ac Adrodd:

- Datblygu systemau effeithiol ar gyfer cofnodi achosion o wahaniaethu a'u prosesu'n ddilys ac yn ddioed.
- Annog disgyblion a staff i adrodd am achosion o wahaniaethu gan ddefnyddio dulliau diogel a phrofiadol.
- Darparu adnoddau ar wahaniaethu ac adrodd i helpu i godi ymwybyddiaeth ac effeithiolrwydd gweithrediad.

Mesurau Gweithredu:

- Sefydlu tîm cydraddoldeb i roi blaenoriaeth i weithrediadau a drefnir o dan y cynllun gweithredu.

- Monitro cynnydd a chyflawni'r amcanion drwy gymryd mesurau effeithiol a rheolaidd.
- Adrodd yn rheolaidd i'r corff llywodraethol a'r gymuned ysgol ar gynnydd a chynnydd y gweithredu.

Gwerthuso a Dyfalu:

- Cyflawni gwerthusiadau rheolaidd i asesu effaith y gweithrediadau cydraddoldeb ac i ddysgu gwersi i'r dyfodol.
- Cynnal ymgynghoriadau a chyfarfodydd cyson gyda'r gymuned ysgol i gasglu adborth a dathlu gweithrediadau a llwyddiannau.
- Adolygu'r cynllun gweithredu bob blwyddyn ac yn diweddarach i sicrhau eu bod yn parhau'n gyson ac yn berthnasol i'r sefyllfa gyfredol.

Casgliad:

Mae'r cynllun gweithredu cydraddoldeb yn sail integredig i sicrhau amgylchedd cydraddol a chynhwysol yng Nghyfnod Addysgol [Enw'r Ysgol]. Trwy weithredu'r cynllun hwn, rydym yn ymrwymedig i wneud gwahaniaeth gwirioneddol i fywydau disgyblion, staff, a phawb sy'n rhan o'n cymuned ysgol.

Headteacher Signature:



Date: 17.09.2026

Chair Signature:



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