

Objective 1: To improve the physical health, mental health and wellbeing of our pupils and staff.			Year: 2020 – 2023
Action	Intended Outcome	Timescale	Progress to date
Establish school council representatives with responsibility for pupil well being	Staff aware of how to promote pupil well being	Autumn 2020	
School council to devise and distribute pupil well-being questionnaire	Pupils awareness of well being raised	Autumn 2020	
Analyse pupil questionnaire and create pupil action plan.	Pupil voice drives strategies to support health and wellbeing of all pupils.	Autumn 2020	
Wellbeing ambassadors to implement and analyse anti-bullying questionnaire. Plan for assembly / workshops to ensure protected characteristics are incorporated.	Reduction in allegations of bullying. Pupils understand the impact of the actions on all pupils. Peer support is effective. Pupils are empowered to report any concerns.	Spring 2021	
Increase staff awareness / training of the impact of Adverse Childhood Experiences (ACEs)	Staff informed about ACEs and the impact of this. Staff support pupils effectively.	Autumn 2020	
Consider opportunities offered by Five Ways to Well Being training and its appropriateness to our school	Increased range of strategies to support and improve mental health and wellbeing.	Autumn 2020	
Consider opportunities offered to school through Mental Health First Aider training	Increased range of strategies to support and improve mental health and wellbeing.	Autumn 2020	
Staff training kept up to date – first aid, child protection, healthcare needs, emergency planning	Pupil needs are met.	On going	
Raise awareness of CareFirst support.	Staff informed about how to identify and manage stress. Staff informed about ways to look after own wellbeing.	Autumn 2020	

Objective 2: To reduce inequalities in educational outcomes to maximise individual potential.			Year: 2020 – 2023
Action	Intended Outcome	Timescale	Progress to date
Analyse attainment and progress data against all protected characteristics.	Data supports target setting and SIP. Inequalities are reduced e.g. gender; eFSM		
Analyse uptake of extra-curricular activities for all protected characteristics.	Maximum participation by all pupils. Extra-curricular activities are accessible to all.		
Continue to use PCPs, where appropriate, to identify what is important to the child and what is important for the child, highlighting how they can be best supported. Review the quality of these.	All pupils identify strengths; what to improve and how they can be best supported. Peer support.		
Continue to consider diversity when creating IEP's, Challenge Plans and reviewing curriculum planning	ALNCo supports staff to ensure diversity considered when planning for individuals, groups and classes.		
Participate in All Wales Schools Sport Survey complete bi annually and encourage uptake of sports across protected characteristic eg participation of girls etc	All groups of pupils participate in sports.		
Implementation changes for ALN Transformation Bill and analyse impact against protected characteristics.	ALN pupils reach maximum potential and are suitably supported. Multi-agency working is effective.		
Implement changes to pedagogy and curriculum planning for new curriculum. Analyse impact against protected characteristics.	Inequalities are reduced. Maximum engagement in learning for all pupils.		

Objective 3: To ensure that staff and pupils feel confident to report issues of concern.**Year: 2020 – 2023**

Action	Intended Outcome	Timescale	Progress to date
Digital Leaders to provide support for pupils with online concerns / worries.	Support available for children. Relevant concerns can be action planned accordingly.		
Staff to maintain familiarisation with WCBC policies e.g. Dignity at Work, Whistleblowing, Grievance.	As policies are reviewed, ensure staff are aware they are expected to familiarise themselves with content. Display on staff noticeboard.		
Review staff handbook to ensure conduct and how to report concerns is clear.	Staff are aware of expectations and how to report concerns		
Include up to date specific information on protected characteristics and identity based bullying etc. on school notice board for staff.	Information readily available for staff.		
Keep staff awareness and training up to date e.g. Domestic Violence; Prevent; Child Protection	Staff training up to date and staff aware of how to support pupils / report concerns.		
School Council to use responses from pupil questionnaire to identify any further actions.	Worry box available for children to raise concerns. Relevant concerns can be action planned accordingly.		

Objective 4: To ensure our school is accessible, inclusive and welcoming to pupils, parents / guardians, staff and visitors. (Accessibility Plan) 2020 -23			
Action	Intended Outcome	Timescale	Progress to date
Improve visibility of steps around school	Steps highlighted for visually impaired users on school site.		
Ensure visual aids are in place for pupils / staff who require these for learning e.g. software; size of font	Coloured overlays for any children who require them. PC, appropriate software and large font ensure all staff can use IT equipment.		
Audit of disabled pupils in school to identify any factors which affect participation / accessibility. Action plan any needs accordingly.	Identify: patterns of attendance; areas of curriculum which are restricted; engagement in extra-curricular activities; areas of school with limited access.		
Audit of disabled staff and recruitment procedures. Action plan any needs accordingly.	Identify any necessary adjustments to environment or practices.		
Audit of users to ensure site is accessible for all. Action plan any needs accordingly.	Identify users e.g. parents, other visitors, volunteers, etc.		
Continue to improve awareness of disability through the curriculum, assemblies and role-models.	Curriculum planning / short term planning. Raise staff awareness when planning assemblies / whole school activities.		
Monitor Healthcare Needs policy.	Needs of all pupils are met. Staff training is up to date.		
Procure services of outside contractor to complete accessibility audit to cover – Sensory impairments Toilet, washing and changing facilities Doorways	Expertise to complete audit; outcomes to be action planned accordingly.		

Furniture / equipment			
All relevant policies to be equality impact assessed (EIA) in line with policy review schedule.	All policies meet requirements of Equality Act 2010 and the DES. Information is provided in appropriate formats. All information is published.		