



# Working together for a fairer school

Cogan Primary School's Strategic Equality Plan

2025 – 2029

# **Working together for a fairer future school**

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**Strategic Equality Plan 2025 – 2029**

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## Introduction

We are proud to introduce our school's Strategic Equality Plan for 2025–2029 'Working together for a fairer school', aligned with the Vale of Glamorgan Council's Corporate Plan, '[Vale 2030 Strong Communities with a Bright Future](#)' and its Corporate Strategic Equality Plan '[Working together for a fairer future](#)'.

Our Strategic Equality Plan outlines our commitment to equality over the next four years, reflecting the diverse needs, aspirations, and concerns of our school community.

We promote inclusion for all protected groups under the Equality Act 2010, including embracing differences in ethnicity, sex, sexual orientation, religion, age, ability, and gender identity as well as socio-economic background. We aim to deliver a curriculum that creates a sense of belonging by being actively inclusive and supports pupil wellbeing. We proactively address bullying and discriminatory incidents, nurturing a culture of kindness and inclusion.

We are an ambitious, forward-thinking school, and with the support of pupils, families, staff, governors, and the wider community, we will continue working together for a fairer future.

**Name Kath John**

**Name Susan Sibert**

**Chair of Governing Body**

**Headteacher**

## Purpose of the Strategic Equality Plan

The [Equality Act 2010](#) makes clear that discrimination is not acceptable in society. This Strategic Equality Plan outlines how our school meets its legal duties under the Act, including the [Public Sector Equality Duty](#) and the [specific duties for Wales](#).

The Public Sector Equality Duty applies to nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

As a public authority, the school must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- foster good relations between people who share a relevant protected characteristic and those who do not.

This includes:

- Reducing disadvantages linked to protected characteristics.
- Meeting different needs of protected groups.
- Promoting participation in school life where underrepresentation exists.

Specific duties help schools demonstrate compliance with the general duty through:

- School development or improvement plans
- Equality objectives
- Professional learning

- Stakeholder engagement
- Annual reporting and impact assessments
- Publishing equality data
- Accessibility strategies

Plan priorities are developed in partnership with:

- Pupils and the School Council
- Parents and carers
- School staff
- Governing Body
- Local Authority

Our Plan aligns with the Vale of Glamorgan Council's [Strategic Equality Plan 2025–2029 ‘Working Together for a Fairer Future’](#) which includes census and economic data.

### **Socio-economic Duty**

Effective from 31 March 2021, the [Socio-economic Duty](#) supports fairer decision-making and aims to reduce poverty. Whilst the duty does not apply to schools, our Plan includes measures to address socio-economic disadvantage.

### **Welsh Language**

The Council's [Welsh Language Promotion Strategy 2022 - 2027](#) and [Welsh in Education Strategic Plan \(WESP\) 2022-32](#) set out actions to support Welsh speakers. We will consider how proposals may affect Welsh speakers, including where protected characteristics intersect.

### **Vision and values**

**Ysgol Gynradd Cogan Primary School**  
“Encourage Effort: Celebrate Success”

### **Our Vision**

Cogan Primary School is a safe, secure and welcoming community, where all are respected and valued.

In partnership with parents we aim for our children to achieve their personal best: academically, socially and emotionally. Every child is valued as an individual. We set high standards for all

children and challenge and stimulate them towards excellence; as we guide our children on the road to success where they can achieve their ambitions and fulfil their potential.

## Our Core Values

**Equality**- We focus on our school as an inclusive school; we aim for learning achievement for all children.

**Community**-We promote our school being at the heart of the community, we bring together all groups with an interest in the school to work together for our children.

**Learning**- It encompasses a robust curriculum planning, sound assessment and links with strong performance management to ensure a creative and challenging curriculum.

**Care**- Wellbeing is at the heart of our school. We always go over and above to help each other, show compassion, affection and kindness to others. We care about ourselves, each other and our school.

**Identity**- we strive for excellent school improvement, raising standards and building a strong team with the capacity to lead others.

## Our Aims

In Cogan School, we provide a safe, stimulating environment in which all children may be motivated towards independence of learning.

We aim to develop an awareness of the need for self-discipline in learning and social settings and to promote an atmosphere in which a child will feel confident to express opinions on cultural, social, emotional and educational issues.

We teach the skills to be compassionate, kind, caring and resilient and ensure our children have a say in their learning and school life.

Our children and staff are able to collaborate and connect with each other and form positive relationships.

We have strong connections with our community, communicating and supporting our families.

Our values are consistent with the 7 well-being goals for Wales identified in the [Well-being of Future Generations Act](#). Our equality priorities consider this Act and will help us to contribute to the Welsh Government's wellbeing goals, including creating a more equal Wales.

## Context

We are a successful one form entry school with excellent relationships and a strong sense of community. Inclusivity is at the heart of our ethos. We cater for children from 3 to 11 years old, including a Hearing Resource Base and bespoke Early Years unit. We serve the area of Cogan which lies on the

outskirts of Penarth town. We first opened our doors in 1884, situated on the outskirts of Penarth, in what is affectionately known as the 'old part' of town.

Our rich and varied 'Llais Curriculum' for Wales is innovative and provides high expectations of children and ensuring that everyone is able to be the best they can be. Our vision statement highlights our commitment to providing all our children with the opportunity and encouragement to excel and achieve successfully in a stimulating and safe environment. The children feel safe and secure and are enthusiastic about coming to school. We are a 'Values' school and our children demonstrate excellent standards in behaviour and respect for all those around them. We strive to deliver a curriculum that will inspire and challenge our children and hope that the website will provide you with a taste of some of our many highlights.

Children's learning central to everything that we do, and the excellent relationships and team work between different members of the school community, is what we feel makes our community school special. We are very proud of our Estyn reports and we strive to ensure we set the highest standards, both pastorally and academically. Cogan Primary is a vibrant, caring and fun place to be. Our highly motivated and experienced staff support the children well in their learning and well-being is extremely high.

Our Governors are committed to ensuring the best possible educational environment for our children and they work closely alongside staff to monitor school improvement plans to ensure that the school continues to go from strength to strength.

We have an active Parents' Association (and friends) which organises various fundraising and social events for children, parents, families and the local community.

Cogan Primary School was established in 1884

It is a community primary school for boys and girls between the ages of three and eleven. There are 209 full time pupils on roll, there is a Hearing Resource base attached to the school with 6 pupils currently. The school is situated in a residential area of Penarth in the Vale of Glamorgan which is the local authority. The school occupies a large site with three buildings. The main Building houses the Y1, Y2 and Year 3 classes. The Annexe Building houses, Years 4, 5, 6, a computer suite and the HRB; and the Early Years unit for Nursery and Reception.

At the back of the school there is a large playing field and the school has recently acquired a section of the field to develop as an outdoor learning area.

The majority of children come from English speaking homes and are from Welsh or English backgrounds. About 18% are from other backgrounds. No pupils have Welsh as a first language.

Approximately 22% of pupils are considered eligible for free school meals. Compared with that of the LA of 11.9% and all-Wales figure of 18.8%.

About 6% of learners are considered to have some degree of additional educational needs (ALN) including three pupils who have a statement. These are low figures and are below local and national figures. No learner has the National Curriculum (NC) disapplied. No learners were excluded in the previous school year. Three learners are looked after by the LA.

The headteacher was appointed in September 2014.

More details can be found on our website, including an electronic prospectus:

[www.coganprimaryschool.co.uk](http://www.coganprimaryschool.co.uk)

The world is changing rapidly and the context for this Plan similarly changes regularly. What remains the same is the need for our school to engage with the community, to collaborate with our partners and to embrace change. We must consider the diverse needs of the population whether that be due to their protected characteristics, financial circumstances, or one of the many other reasons that can affect what support our school community needs.

Since we agreed the last Strategic Equality Plan in 2020, there have been changes that have impacted upon our pupils' lives including Covid and the cost-of-living crisis. The Welsh Government has published several plans such as the [Anti-racist Wales Action Plan](#), [the LGBTQ+ Action Plan for Wales](#) and the [Draft Disabled People's Rights Plan](#). There is some reflection of these priorities in this Plan.

## Equality Objectives – what we have done

We have achieved a great deal working together as a community. We consider ourselves to be part of a large 'Cogan family'. We took part in the Vale of Glamorgan cohort three researching and learning about how to become an actively anti-racist school. This is very important to us and we have used the input from Rachel Clarke, Betty Campbell's granddaughter, to inform and develop our inclusive practice. We have also signed the pledge to become a School of Sanctuary. Our Llais groups will be promoting and learning about what we need to do to become a warm, welcoming School of Sanctuary, including for pupils from the global majority.

We have a Hearing Resource Base and our pupils are integrated throughout the school. Our inclusive environment supports pupils with hearing difficulties, as well as supporting other children with disabilities. Our School Values and ethos promotes an inclusive environment for all.

We actively promote the Welsh language and culture. Cynefin is very important to us and many areas of study include this. Welsh is high on our priorities for continuous improvement. We have won the Welsh Heritage Schools Initiative for several years running for our projects based on our locality and we have gained our Silver Cymraeg Campus Award. We are always promoting Welsh language on the playground, with parents and through our Pump Questwniau Aur initiative.

## **Strategic Equality Objectives – what we will do**

Building on the work that we have already begun, the following two objectives will help us to make further progress in creating a fair and inclusive environment for our school community:

1. To create a fair school to learn and work
2. To give everyone a fairer opportunity for a good start in life

To support these objectives, we aim to complete the following actions.

### **Strategic Equality Objective 1: To create a fair school to learn and work**

#### **What we will do – our actions**

- Work with the Council to adopt best practice in inclusive recruitment.
- Continue to promote opportunities to use the Welsh language in the school community.
- Quality teaching and learning which is inclusive and accessible.
- Ensure school council representation reflects diversity (protected characteristics and socio-economic background)
- Deliver equality, diversity, and disability professional learning for all staff and governors.
- Strengthen the role of the Governing Body Equality and Diversity Champion
- Communicate with families in plain, easy to understand language, including home languages.
- Engage disabled pupils and staff in the development of provision through a rights-based approach.
- Undertake our reasonable adjustments duty by taking positive steps to ensure that disabled pupils can fully participate in the education provided by the school,

and that they can enjoy the other benefits, facilities, and services that the school provides for pupils.

- Collect and analyse data on bullying/identity-based incidents; refine response strategies.
- Address bullying based on gender identity including recording and reporting incidents.
- Support LGBTQ+ pupils and deal with bullying/identity-based incidents Embed diversity, equity, and inclusion throughout the curriculum.
- Ensure that individual development plans (IDPs) are in place, monitored and kept under review, for pupils with an identified Additional Learning Need.
- Deliver Violence against women, domestic abuse, and sexual violence (VAWDASV) training.
- Actively support and contribute to the Multi-Agency Risk Assessment Conference (MARAC) Domestic Violence board to ensure victims of domestic violence and their children are supported and protected by statutory partners.
- Collaborate with partners to ensure all learners from Year 11 onwards have a 'destination' when leaving statutory school age.
- Improve opportunities for disabled people to access apprenticeships.
- Improve opportunities for people from the global majority to access apprenticeships.

### **Strategic Equality Objective 3: To give everyone a fairer opportunity for a good start in life**

#### **What we will do – our actions**

- Improve attainment and attendance of pupils eligible for free school meals (eFSM).
- Collect and analyse attendance data for all pupils, identifying any differential gaps between vulnerable groups and work towards minimising these to ensure equity-focused outcomes.
- Collect and analyse data for incidents resulting in fixed term exclusions and or permanent exclusions to evidence areas of increased concerns and seek suitable multi-agency support and advice.

- Minimise exclusion rates for pupils with protected characteristics and those with socio-economic disadvantage by implementing prevention and support strategies.
- Become a [School of Sanctuary](#)
- Continue to become more actively anti racist through professional learning using the [Anti-racist Wales Action Plan](#).
- Continue to develop and implement actively inclusive policies (e.g. Anti-Racism, Care Experienced Children)
- Raise awareness of climate change.

## Monitoring Progress & Publishing Results

Our School will continue to check on progress towards meeting our equality objectives and report on this each year to the Governing Body in our annual equality monitoring report. This report will be published on our website and includes milestones and an assessment of the effectiveness of the steps we are taking to meet our equality objectives.

## For More Information

**Visit our website** [www.coganprimaryschool.co.uk](http://www.coganprimaryschool.co.uk)

If you have a query, please contact us:

[office@coganprimaryschool.co.uk](mailto:office@coganprimaryschool.co.uk) 02920 708497

## Useful Links

[Additional Learning Needs Code](#)

[Anti-racist Wales Action Plan](#)

[Draft Disabled People's Rights Plan](#)

[Equality Act 2010](#)

[LGBTQ+ Action Plan for Wales](#)

[Public Sector Equality Duty](#) and the [specific duties for Wales](#)

[Refugee and asylum seeker plan](#)

[School of Sanctuary](#)

Socio-economic Duty

Violence against women, domestic abuse, and sexual violence

Well-being of Future Generations Act

Welsh Language Promotion Strategy 2022 - 2027

Youth Engagement and Progression Framework



## **Policy - Equality Policy - Strategic Equality Plan**

This is to confirm that the Governing Body of

**Cogan Primary School  
Ysgol Gynradd Cogan**

has accepted the attached policy at the Governing Body meeting held on

October 2025

Signed: K John

**Chair of Governing Body**

Date: 08/10/25