



Arolygiaeth Ei Fawrhydi dros Addysg a Hyfforddiant yng Nghymru  
His Majesty's Inspectorate for Education and Training in Wales

# **Estyn Strategic Equality Plan**

## **2024-2028**

**This document is also available in Welsh.**

**The purpose of Estyn is to inspect quality and standards in education and training in Wales. Estyn is responsible for inspecting:**

- ▲ nursery schools and settings that are maintained by, or receive funding from, local authorities
- ▲ primary schools
- ▲ secondary schools
- ▲ special schools
- ▲ pupil referral units
- ▲ all-age schools
- ▲ independent schools
- ▲ further education
- ▲ independent specialist colleges
- ▲ adult learning in the community partnerships
- ▲ local government education services
- ▲ teacher education and training
- ▲ Welsh for adults
- ▲ work-based learning
- ▲ learning in the justice sector

Estyn also:

- ▲ reports to Senedd Cymru and provides advice on quality and standards in education and training in Wales to the Welsh Government and others
- ▲ makes public good practice based on inspection evidence

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Publications Section

Estyn

Anchor Court

Keen Road

Cardiff

CF24 5JW or by email to [publications@estyn.gov.wales](mailto:publications@estyn.gov.wales)

This and other Estyn publications are available on our website: [www.estyn.gov.wales](http://www.estyn.gov.wales)

**This document has been translated by Trosol (English to Welsh).**

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## Introduction and purpose of the Strategic Equality Plan

Estyn is His Majesty's Inspectorate for Education and Training in Wales. We inspect education and training in Wales. Our vision is to improve the quality of education and training and outcomes for all learners in Wales. Our mission is to support education and training providers to develop a self-improving and learning culture through our advice, inspection and capacity building.

We promote equality and diversity through the delivery of our strategic objectives, by drawing the attention of providers to their own duty to promote equality. Our equality objectives cover how we consider equality when we inspect and how we will ensure that our own staff and those we contract with have equality of opportunity and are treated equally.

We believe that through our actions we can make a difference in creating a more equal Wales, as well as being a welcoming employer of choice for our staff. We are on a journey, and this strategic equality plan is ambitious in setting out our next steps.

### Who is protected under the Equality Act 2010?

It is against the law to discriminate against someone because of their protected characteristic. The law is designed to protect them, the protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief (or non-belief)
- Sex
- Sexual orientation
- Marriage and civil partnerships

We recognise that people who share more than one protected characteristic are at risk of multiple disadvantage and inequality. We have considered this in developing our Strategic Equality Plan. We also recognise that although socio-economic status is not a protected characteristic, it can exacerbate any disadvantage or inequality.

The Equality Act 2010 does not make any requirement to promote and use the **Welsh language**. However, The Welsh Language Measure 2011 places an obligation on public sector bodies to conform to a set of 'Standards' and to work towards the principle that, in Wales, the Welsh language should be treated no less favourably than the English language. Our [Strategic Welsh Language Plan](#) sets out our strategic Welsh language objectives.

### What is our journey so far?

We made great progress during the period of our last strategic equality plan.

## **What are we aiming to achieve through this plan?**

Through all our work and the decisions we make, we will deliver on the general duties of the Equality Act 2010 to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (protected characteristics are explained later in this report)
- fostering good relations between persons who share a relevant protected characteristic and persons who do not share it

Specifically, we will measure our success by the following:

- our workforce, including the external inspectors we work with, is more diverse
- our staff feel more valued, respected and able to thrive and develop
- we are knowledgeable about equalities issues
- our reports identify more areas for improvement to help create a more equal Wales and share practice to support improvement
- our work is enriched by a more diverse set of stakeholder voices

The duties underpinning this plan are explained in appendix 1.

## Our equality objectives

We have set three overall equality objectives to help us plan the actions we will take to achieve success.

<i>Equality objective 1</i>	We will work to increase the diversity of our staff, our external inspectors and the stakeholder voices that enrich our work
<i>Equality Objective 2</i>	We will promote equal opportunities and ensure fair treatment for our entire workforce, staff and contracted inspectors, tackling bullying and discrimination whenever it occurs.
<i>Equality Objective 3</i>	We will evaluate issues relating to equality, diversity, and inclusion during inspection and in our thematic work, sharing good practice and making recommendations for improvement where needed

In order to shape these objectives and the actions that will support them we talked to our staff and external stakeholders through surveys and focus groups. We also considered the range of research evidence and actions for us captured in various Welsh Government action plans. A list of the evidence that informed this plan is listed in appendix 2.

Staff and external stakeholders provided lots of helpful ideas that we have incorporated. However, they also urged us above all to be bolder, more explicit in our aims and to be clear that where we were wasn't good enough and that we were on a journey – for example, we are moving from being non-racist to being anti-racist.

Our equality objectives apply across the protected characteristics. Similarly, the actions we describe in the next section apply across, apart from where we refer specifically to a particular protected characteristic we are targeting with action.

### **Actions we will take in 2024-2025 to make progress against our equality objectives**

*Equality objective 1: We will work to increase the diversity of our staff, our external inspectors and the stakeholder voices that enrich our work*

We will:

- review our staff recruitment processes to consider what more we can do to increase the diversity of our staff, including considering how to achieve more diversity on interview panels
- review and further develop our leadership programme to raise awareness of our work with aspiring education leaders from ethnic backgrounds that are underrepresented in our staff and external inspector workforce

- improve the data we hold about our external inspector workforce to better understand any underrepresented groups
- actively work with a variety of national stakeholder groups to ensure our next lay inspector recruitment leads to a more diverse pool of lay inspectors
- review our recruitment materials and processes for external inspectors to ensure they represent the full diversity of Wales and meet best practice
- we will ensure that our parents forum include parents with different protected characteristics
- We will continue to engage with other bodies, stakeholders and groups who champion specific protected characteristics internally and externally in order to consider how we and those we inspect can improve policies and work processes to become more diverse and meet the needs of a diverse Wales
- We will review our complaints and feedback procedures, to ensure they are in line with best practice and accessible to all

*Equality Objective 2: We will promote equal opportunities and ensure fair treatment for our entire workforce, staff and contracted inspectors, tackling bullying and discrimination whenever it occurs.*

We will:

- Develop our ongoing programme of staff training and development to ensure our workforce works actively to promote equality of opportunity, tackle bullying and discrimination and in particular ensure we are an anti-racist organisation and ensure temporary staff have full access to these programmes
- Review our induction procedures to ensure that they set clear expectations and have a strong focus on the public sector equality duty, for example by working closely with new staff with a disability to ensure that we plan and make helpful reasonable adjustments for them
- Develop opportunities for managers to be involved in reverse mentoring and coaching with community leaders
- Review the use of our equality impact assessment process to further strengthen its impact
- Ensure all members of staff consider an equality and diversity related objective as part of their performance management
- Delivery of our staff conference on mental health awareness
- Review the ways in which staff can raise concerns and contribute ideas to improve our workplace

*Equality Objective 3: We will evaluate issues relating to equality, diversity, and inclusion during inspection and in our thematic work, sharing good practice and making recommendations for improvement where needed*

We will:

- Include a cross-cutting theme relating to progress towards an Anti-racist Wales in our annual report – this will include a preliminary review of the ways in which schools are beginning to develop curricula that reflect the cross-cutting theme of diversity and what types of further support they may need

- Start collecting demographic data as part of any surveys we carry out with learners, staff, parents or other stakeholders to we can improve our national evidence base of stakeholders' views
- Ensure where appropriate our inspection consider barriers to recruitment onto educational programmes of underrepresented groups of learners, for example in ITE, Welsh for Adults and apprenticeships.
- Carry out an equalities impact on our new inspection arrangements and each thematic review we do
- Consider the implications of the Welsh Government's LGBTQ+ action plan in our work
- Review the evidence base emerging from our inspections in relation to equality, diversity and inclusion and specifically in relation to
  - how well the curriculum develops learners' understanding of diverse histories, stories, identities, values and perspectives, including of their local area, in Wales and in the wider world across the areas of learning and experience
  - how effectively the provider's systems support accurate reporting and recording of all types of bullying and harassment and
  - how well they address harmful behaviours and attitudes identified amongst individuals and groups, including through targeted and universal provision
- Continue to collect and promote examples of effective practice in relation to equality, diversity and inclusion which help to raise expectations and improve practice – in particular we will consider how we can use this proactively to support improvement for groups who experience particular disadvantage within the education system, for example learners from the Gypsy Roma and Traveller community
- Work with the Commission for Tertiary Education and Research and Welsh Government to ensure that there are improved national data sets which help us understand the experiences and educational outcomes of learners with different protected characteristics

## **Monitoring and evaluation**

To support this plan, we will develop an outcome focussed Strategic Equality Plan Action Plan each year which will provide further details regarding:

- the actions we are undertaking to move forward with each of our strategic equality objectives
- timelines of when we expect to achieve these actions
- people with responsibilities for taking the actions forward, and
- how we will measure our success in achieving the actions outlined.

We will publish our progress against each of our strategic equality plan objectives on an annual basis, modifying and amending them where relevant.

We will also ensure all teams or sectors across the organisation identify one action they will carry out to support our equality objectives.



We will also monitor a range of relevant data to help check we are progressing. The key management information we will use to track progress will be:

- Workforce data
- the People Survey
- complaints and compliments
- tracking our inspection and thematic reports and case studies

## **Appendix 1 – Duties supporting the strategic equality plan**

### **Public Sector Equality Duty**

#### **The General Duty**

Public bodies are required to have due regard to the need to:

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

#### **The Specific Duties**

The Equality Act provides a power to make regulations imposing duties on public bodies to support better performance of the general duty; these are known as the Specific Public Sector Equality Duties and are different in England, Scotland and Wales.

The Welsh Government published regulations that introduced the Specific Duties for Wales in March 2011, these set out the actions Estyn must take in order to comply and include the following areas:

- Setting Equality Objectives and publishing a Strategic Equality Plan
- Ensuring it engages with people who have an interest in how Estyn's decisions affect them
- Collecting and publishing information relevant to compliance with the General Duty
- Carrying out Equality Impact Assessments and publishing the results
- Publish employment monitoring information annually
- Promote knowledge and understanding of the General Duty amongst its employees and use its performance assessment procedures to identify and address the training needs of its employees in relation to the General Duties
- Set a gender pay equality objective where a gender pay difference is identified
- Think about including conditions relevant to the General Duty in its procurement processes

## Appendix 2: Engagement and Consultation

A variety of sources have been used to gather the information needed to produce this plan and the equality objectives. These include:

### **Welsh Government Strategic Equality Plan 2024-2028**

**National equality objective 1** – We will create a Wales where everyone has opportunities to prosper in line with our organisational goal to reduce poverty.

**National equality objective 2** – We will create a Wales where everyone can be aware of their human rights, where they are protected, promoted, and underpin all public policy.

**National equality objective 3** – We will create a Wales where everyone can be aware of and has equitable access to high quality public services.

**National equality objective 4** – We will take action to prevent discrimination, victimisation, harassment, abuse, hate crime and/or bullying against all people, including violence against women, domestic abuse and sexual violence.

**National equality objective 5** – We will create a Wales where everybody is able to participate in the workplace, have access to public transport and see themselves as reflected in the leadership of our public services.

**National equality objective 6** – We will create a Wales with fair and equal opportunities to gain employment and for fair and equal treatment in the workplace.

**National equality objective 7** – We will create an environmentally sustainable Wales with the capacity to both ensure our journey to net zero is fair and to respond to the inequitable impacts of climate change.

### **Welsh Government Anti-racist Wales action plan**

#### **Recommendations that include Estyn:**

- Review Initial Teacher Education (ITE) and professional learning to ensure that it reflects an anti-racist approach to teacher recruitment and training.
- Collaborate and co-design with ethnic minority stakeholder groups to develop next phases of the ITE Black Asian and Minority Ethnic Recruitment Plan.
- Strengthen the Welsh Government's 'Rights, respect, equality' anti-bullying guidance for schools.

#### **Post 16**

- Integrate reporting on ethnicity into the suite of statistical releases on post-16 learning and learner outcomes.

- Identify equality gaps in learner participation and attainment and set targets and appropriate actions for improvement.

### **Welsh Government LGBTQ + action plan for Wales**

**Estyn is not directly mentioned in any of the recommendations. However, the following recommendations have particular relevance to Estyn:**

#### **Inclusive Education:**

- 26 Provide national trans guidance for schools and local authorities
- 27 Support LGBTQ+ young people and tackle homophobic, biphobic, and transphobic bullying
- 28 Design and implement a whole school approach that is fully LGBTQ+ inclusive
- 29 Ensure that all colleges and universities in Wales are LGBTQ+ inclusive environments for learners, students and staff

#### **Communities, Private and Family Life:**

- 31 Support the LGBTQ+ youth work sector

#### **Inclusive Workplaces:**

- 43 Provide equalities training that includes the needs of LGBTQ+ people to all public sector organisations

### **Is Wales Fairer? 2023 – Equality and Human Rights Commission (EHRC)**

#### **Recommendations that mention Estyn are:**

- 7 Regulatory bodies including Estyn, Healthcare Inspectorate Wales, Care Inspection Wales and Audit Wales should use the PSED to drive improvements on tackling inequalities through their inspection work.
- 8 The Welsh Government, local authorities, schools and Estyn should take action to narrow the attainment gaps for protected characteristic groups, including Gypsy, Roma and Traveller children and disabled children, including between those eligible for FSM and those not eligible for FSM from 0–16.
- 28 The Welsh Government, Local Authorities, Estyn and schools should address bullying based on gender identity including recording and reporting incidents.
- 32 The Welsh Government, local authorities and maintained schools should act to reduce the educational attainment gap for Gypsy, Roma and Traveller learners. Estyn should monitor progress made by schools to address this issue.
- 42 The Welsh Government, Local Authorities, Commission for Tertiary Education and Research, Estyn and schools should reduce the risk to pupils and students

of experiencing discrimination or bullying in education arising from their sexual orientation, including recording and reporting incidents.

### **Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Working Group report:**

#### **Recommendations that mention Estyn:**

**Recommendation 42:** The Welsh Government to commission Estyn within three years of implementation of the Curriculum for Wales to carry out a preliminary review aimed to consider the ways in which schools are beginning to develop curricula that reflect the cross-cutting theme of diversity and what types of further support they may need. The Working Group recommend that within five years a full thematic review be commissioned by the Welsh Government.

**Recommendation 43:** Estyn to review and report on how well schools deliver a broad and balanced curriculum that addresses diversity across all Areas of Learning and Experience, and to promote the sharing of best practice through case studies and thematic reports.

### **Children's Commissioner report "'Take it Seriously": Children's experiences of Racism within Secondary Schools**

Recommendations that mention Estyn are:

- Schools, Local Authorities and Estyn, should ensure that they have a clear policy on responding to racist incidents, and that this is part of every School Improvement plan. This should be developed with input from children and young people with lived experience within the school community or drawing on pan-Wales stakeholders for less diverse communities.
- Welsh Government should direct Estyn to revise their Common Inspection Framework to place a stronger focus on how schools respond to, record and address racist incidents, ensuring that pupil voice and views on this are heard through their inspections.
- Welsh Government should commission Estyn to undertake a good practice review to identify existing good practice in responding to racism and racist incidents amongst schools

### **School Report Cymru – The experiences of lesbian, gay, bi and trans young people in Wales' schools in 2017 by Stonewall.**

#### **Recommendations for Estyn.**

Estyn should:

- Deliver initial and ongoing training to all inspectors on how to assess a school's efforts to support lesbian, gay, bi and trans pupils and their effectiveness in combatting homophobic, biphobic and transphobic bullying and language

- Inspect all schools' sex and relationships education as part of their review for aligning to the new curriculum
- Continue to ensure that a school's effectiveness in combatting homophobic, biphobic and transphobic bullying and creating a safe learning environment for all young people is part of the inspection framework and that this is clearly communicated to all schools
- Ensure that delivering high-quality, inclusive SRE forms a key part of the assessment of the personal development aspect of the Common Inspection Framework; make this explicit in inspection guidance and through inspector training
- Be more explicit in challenging poor performance, as well as highlighting good practice; identify exactly what would count as an inadequate approach to tackling homophobic, biphobic and transphobic bullying and supporting LGBT young people
- When inspecting initial teacher training providers, ensure that training prepares new teachers to combat homophobic, biphobic and transphobic bullying and to support LGBT pupils.

### **Consultation exercise**

We have undertaken an extensive consultation exercise to help develop our strategic objectives. As well as our usual stakeholders of schools, local authorities and post - 16 providers, we included the following groups in our consultation exercise:

- BAWSO
- EYST Wales
- Race Alliance Wales
- Welsh Refugee Council
- North Wales Regional Equality Network
- SSCE Cymru
- Parentkind
- Carers Trust Wales
- Anabledd Cymru
- Comisiynydd Plant Cymru
- Anabledd Dysgu Cymru
- Association of Social Care Directors Wales
- Association of Directors of Education in Wales
- Autism Wales
- Children in Wales
- Equality and Human Rights Commission
- Local authority leads for Minority Ethnic and Gypsy, Roma and Traveller education services
- Show racism the red card
- Stonewall Cymru
- Race council Cymru
- Gypsy and Travellers Wales
- Race equality Wales
- Umbrella Cymru - LGBTQ+ support organisation

- Transaid Cymru - A mutual aid, helping trans, non-binary and intersex people across Wales

In addition, we have consulted internally with our staff and ran focus groups with staff to discuss these issues.