



Making the most of everyone.

Equal Opportunities Policy

Policy Adopted May 2014

Policy Reviewed 6th September 2022

Valid until September 2024

Signed:

(Chair of Governors)

Ysgol Penmorfa

Equal Opportunities Policy

Aims and objectives

We do not discriminate against anyone: staff or pupil – irrespective of their race, language, colour, gender, marital status, sexual orientation, size, age, religious or political beliefs, ethnic or nation origin, previous occupation or disability. At Penmorfa we ensure that everyone feels welcomed and valued.

- i. We promote the principles of fairness and justice for all through the education that we provide in our school.
- ii. We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- iii. We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- iv. We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- v. We challenge stereotyping and prejudice whenever it occurs.
- vi. We celebrate the cultural diversity of our community and show respect for all minority groups.
- vii. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Should anyone at our school be subject to acts of racism, we will do all we can to support that person in overcoming any difficulties they may have.

The role of governors

The governing body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

The governing body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The governing body will, in its annual report, make reference to arrangements for pupils and visitors who have a disability.

The governors welcome all applications to join the school, whatever background or disability a child may have.

The governing body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

The role of the Headteacher

It is the Headteacher's role to implement the school's equal opportunities policy and they will be supported by the governing body in so doing.

It is the Headteacher's role to ensure that all staff are aware of the school's policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.

The Headteacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.

The Headteacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headteacher treats all incidents of unfair treatment and any racist incidents with due seriousness and all incidents of this nature will be recorded.

The role of the Class Teacher

Class Teachers ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting teaching and learning resources, teachers pay due regard to the sensitivities of all members of the class and do not provide resources that are racist or sexist in nature. Teachers aim to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. Teachers attempt to counter stereotypical images and to show the true diversity of development in different parts of the world.

All our teachers challenge any incidents of prejudice or racism and all incidents are reported to the Headteacher. We record any serious incidents in a school log book that is maintained by the Headteacher. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and review

It is the responsibility of our governing body to monitor the effectiveness of this Equal Opportunities policy. The governing body does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
- requiring the Headteacher to report to governors on the effectiveness of this policy;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils, job applicants or visitors to school.