

# Equality Policy



Cytunwyd ar ran y llywodraethwyr gan/ Agreed on behalf of the governing body by – (Enw/Name) Shan Thomas	Arwyddwyd/Signed:  Dyddiad/Date:
Arwyddwyd gan y Pennaeth/ Signed by Headteacher Angharad Vaughan-Owen	<i>EA Vaughan-Owen</i>  Dyddiad/Date: 26/03/24
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# Equality Policy

## Aims and Objectives

Our aim at Ysgol Gynradd Gorslas is to provide equal opportunities for all pupils and staff in all aspects of school life without discrimination against anyone, staff or pupils, on the basis of gender, race, sexuality / sexual Orientation, skin colour, disability, religion, nationality, social class, ethnicity or nationality. This is in accordance with the Equality Act 2010, Race Relations Act (Amendment) 2020 and the Sex Discrimination Act 1975 and relates to direct and indirect discrimination. All pupils and staff are of equal value, and we must place equal value on the abilities, talents and skills of every person in our care. We realise that some discrimination against people still exists in society and that this is permanently damaging the confidence, aspirations and attainment of most children. We as a school must evolve and change because of this.

Through the education provided at our school we promote the principle of fairness and justice for all and ensure that all pupils have equal opportunity to benefit from the range of opportunities offered by our school.

We challenge discrimination every time it happens.

We celebrate the cultural diversity of our community and show respect for all minority groups. We are aware that discrimination occurs because of ignorance and low self-image. In our learning experiences we aim to encourage healthy social attitudes and respect for others while promoting respect for one's opinions.

As stated in Article 28 of the UNCRC, every child has the right to receive the best education our school can provide, and to take advantage of all the educational activities we offer. We do not allow any form of discrimination. If there is an incident of discrimination at school we will take immediate action to prevent this happening again.

In terms of disability, we work with the Local Authority to adapt our plans and building as much as possible.

At Ysgol Gynradd Gorslas we strive to create a welcoming atmosphere for minority groups. The subjects studied by the pupils encourage an understanding of different cultures, and this is reflected in the work on display at the school.

Our curriculum reflects our attitudes and values, and the respect we have for minority ethnic groups. So, for example when discussing religious festivals we look at the importance of Diwali to the Hindu and the Sikh.

If anyone in our school suffers from discrimination we will do all we can to help them overcome their problems. We make sure that the recruitment, employment, training systems and promotion are fair to all, and provide the opportunity to succeed.

## The role of governors

This policy states the governing body's commitment to equal opportunities, and will continue to do all it can to ensure that all members of the school community are treated fairly and equally.

- The governing body seeks to ensure that we do not discriminate against people with difficulties when applying for jobs at the school.
- Governors do what they can to ensure that the school site is appropriate for people and pupils who are physically disabled.
- In their annual report the governing body will make reference to the arrangements made for disabled pupils
- The governing body ensures that no child is discriminated against while at school. All children have access to the wide range of the curriculum.
- The school uniform rules apply equally to all.
- When the child's religion has an effect on the school uniform, the school will deal with the matter gently and respect the child's cultural traditions.

### **The role of the head teacher**

- Implement the equal opportunities policy and the governing body will support the process.
- Ensure that staff are aware of the school's equal opportunities policy and ensure that teachers implement the recommendations fairly in all cases.
- Ensure that an appointment panel pays due regard to the policy, so that discrimination does not occur when appointing staff to the school.
- In developing the curriculum, the headteacher will promote the principle of equality of opportunity and promote respect for others in all aspects of school life. All children can also join in any extra-curricular activity.
- The prospectus will include a statement that the school is fully committed to equality of opportunity.
- The Headteacher has special responsibility for monitoring and promoting equality of opportunity.
- Make sure registers are kept in date order or alphabetical order without sex discrimination.
- Gender is not separated on stairs, corridors or assembly rows.

### **The role of teachers**

- Teachers at our school consider all forms of discrimination against anyone to be unacceptable.
- If teachers witness an act of discrimination, they will do whatever they can to help the child who is suffering. If the case persists over a period of time, then the teachers will speak to the headteacher, and the headteacher will inform the parents. All incidents will be recorded using our online reporting tool, MyConcern.
- Support all pupils and create a sense of trust and respect for all.
- In praising, rewarding, and celebrating children's success we will prevent discrimination.

### **The Role of Parents**

- The role of parents is important in encouraging their children to show respect for others and challenge discrimination. If parents are concerned that their child is being discriminated against, or suspect that their child is exhibiting discriminatory behaviour, they should inform the class teacher immediately.
- If discrimination occurs parents and staff should agree sufficient time to investigate the issue and deal effectively with the problems, so that parents understand when they can expect a response.
- Parents of the child suspected of discrimination should be positively involved in the strategies to resolve the issue.

- Parents have a responsibility to support the school's equal opportunities policy, and to encourage their children to be positive members of the school.
- Parents should be aware that they may discuss their concerns with school staff again if they feel the events are continuing.

### **Areas of Learning**

In general, good equal opportunities practice means that all subjects are equally attractive to both boys and girls. Occasionally a situation may arise where the teacher will need to discuss equal opportunities issues with the pupils in the class.

This must be encouraged by treating such discussions as essential to the development of the health and well-being of our pupils.