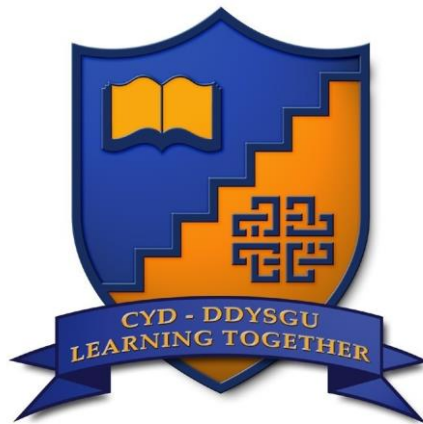


# Pentrehafod School

## Ysgol Pentrehafod



### **Equal Opportunities Policy**

### ***Polisi Cyfleoedd Cyfartal***

Reviewed October 2023

Adolygwyd Hydref 2023

Date of Next Review October 2024

Dyddiad yr Adolygiad Nesaf Hydref 2024

*Reviewed by Mr D L Evans (Assistant Headteacher)*

*October 2023*

# Equal Opportunities Policy

## Introduction

This policy summarises our expectations and common working practices, which reflect the aims and objectives of Pentrehafod School and support its vision of 'Ambition for All'. This policy is underpinned by our student values for success, i.e. Ready, Respectful, resilient and Safe.

The school is committed to the need both to eliminate unlawful discrimination and to promote equality for students, staff and others using school facilities. The school is committed to giving all pupils every opportunity to achieve the highest standards by taking account of their varied experiences and needs, offering a broad and balanced curriculum and having high expectations of all students. The school complies with all current legislation concerning unfair discrimination and to promoting best practice in equality of treatment. This policy accords with the following legislation:

- Gender Equality Duty 2007
  - Equality Act 2006 & updates
  - Employment Equality (Age) Regulations 2006
  - Discrimination Acts 1995 & 2005
  - Employment Equality (Religion or Belief) Regulations 2003
  - Employment Equality (Sexual Orientation) Regulations 2003
  - Special Educational Needs and Disability Act 2001
  - Race Relations (Amendment) Act 2000
  - Sex Discrimination (Gender Reassignment) Regulations 1999
  - Human Rights Act 1998
  - Welsh Language Act 1993
  - Sex Discrimination Acts of 1975 & 1986
- 1.4 This policy should be read in conjunction with the following school policies and documents: • Child Protection Policy • Safeguarding Policy • Strategic Equality Plan & Disability/Accessibility Plan • Good Behaviour Policy (including Anti-Bullying) Policy • Race Equality Policy • School Uniform Policy • Sex & Relationships Education Policy • Special Educational Needs Policy • "The Education of Gypsy and Traveller Pupils in Powys Schools" guidance document.

## Rationale

Schools have a major influence on those being educated and on the broader attitudes of society. At Pentrehafod School, we acknowledge that every member of the community is unique and has characteristics which are more or less visibly different from other people and about which they may be sensitive. Regardless of these differences, all members of the community are equally entitled to access the curriculum, facilities, resources and opportunities available within the school. This Policy is signed up to upon enrolment, and should be considered in conjunction with, and with reference to:

- Staff and Student Handbooks
- ALN Policy
- Strategic Equality Plan
- Feedback for Progression Policy
- Curriculum Policy
- Safeguarding and Child Protection Policy
- Anti-bullying and Anti-racism policies
- Procedures for Welcoming EAL/AS Students
- School Policy for Minority Ethnic Learners

## **1. Aims**

At Pentrehafod School, our objective is to educate, develop and prepare all our children for life, whatever their gender, race, religious belief, sexual orientation, nationality, language or culture. Students and teachers further this objective by contributing towards a happy and caring environment and by showing respect for, and appreciation of, one another as individuals. We aim to equip our students with an understanding of diversity so that they may appreciate and value the contributions from all members of our community and support those who are different and may be self-conscious about their differences. This policy lays out clear expectations for all members of our diverse community to ensure that all have equal access to the variety of opportunities available and details the specific responsibilities of staff ensuring that these expectations are met.

## **2. Expectations**

Every member of the school community is entitled to certain rights. These include equality of access to facilities, resources, the curriculum and opportunities available within the school. No

person should be discriminated against on the grounds of

- age or appearance
- race or nationality
- cultural, social or family background
- language or accent
- religious beliefs
- gender or sexual orientation
- ability or disability.

All students have the right to study in a safe and non-threatening environment. It is the responsibility of every member of the school community to maintain a happy environment, conducive to work, progress and community cohesion. Teasing or bullying is not tolerated. All members of the school community have the right to raise concerns about any aspect of school life. This may be done through the dialogue with staff (Form Tutors, Learning Leaders, DSPs, subject teacher, TAs, RSL, senior leaders and non-teaching staff). All members of the school community must ensure that the well-being of others is never compromised, either by design or carelessness. No person should endanger the health and safety of either themselves or others. All communication within the school, including in lessons, should be conducted in a considerate, respectful, polite and civilised manner.

### **3. Equal opportunities in recruitment**

Recruitment and selection procedures and practices are regularly reviewed to ensure that no group is put at a disadvantage either directly or indirectly. In accordance with the spirit of this policy statement, employees are given an equal opportunity to progress within the school. The aim of this policy is to ensure that no job applicant or employee is discriminated against on the grounds of gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, age, religion or belief, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

### **4. Equal opportunities in the curriculum**

Every student has an equal entitlement to Curriculum for Wales and, subject to entry requirements, to all other areas of the curriculum, regardless of language, gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, age, religion or belief. Students should have equal access to the curriculum regardless of academic ability. Consequently

this policy should be read in conjunction with the Additional Learning Needs Policy. Staff will actively encourage the breaking down any sexual stereotyping regarding subject choices. This is particularly important when counselling for Key Stage 4 courses. The school will monitor any careers advice or work experience placements provided by outside agencies to ensure equal opportunities. All forms of individual and subject support, guidance, amenities and facilities, including extra-curricular activities, will be equally available to students regardless of language, gender, race, colour, nationality, ethnic or national origins, disability, sexual orientation, age, religion or belief. Behavioural expectations and disciplinary sanctions will be free of any gender, racial or cultural bias. Teachers will assess all materials and resources used for teaching and take appropriate action whenever possible to ensure that they reflect concepts, themes and information which seeks to eliminate prejudice, racism and discrimination. Teachers should try to ensure that all pupils feel that their language and culture is both acknowledged and valued. The school actively encourages an ethos in which all pupils feel secure and valued.

## **5. Race and ethnicity**

The school will:

- strive to eliminate all forms of racism and racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial and ethnic groups

The school will not tolerate any form of racism or racist behaviour. Should a racist incident occur, it will be dealt with in accordance with school procedures as outlined in the Anti-racism policy.

The school endeavours to be welcoming to all minority groups. The celebration and understanding of cultural diversity is promoted through the topics studied by the students and is reflected in displays, resources and events. Cultural diversity and respect for others are celebrated and reflected across the whole curriculum. The curriculum will enhance pupils' understanding of Welsh, British and world society and history, including the contributions of minority ethnic groups. The school will give pupils the understanding they need to recognise prejudice and reject racial discrimination.

## **6. Gender and sex**

The school will constantly examine its curriculum, procedures and materials for gender bias or inequality. The school will encourage students to be aware of the rigid sexual stereotypes presented by, for example, the media and will try to ensure that resources include non-sexist

books which value the achievements of all, regardless of gender. The school is committed to providing a curriculum which avoids unnecessary historical gender divisions. The school tries to ensure:

- that teachers allocate their time fairly between regardless of gender identity.
- that the traditional sexual stereotypes are broken down
- that students have opportunities for examining their own pre-conceived ideas of gender roles
- that students are encouraged to pursue what are stereotypically perceived as less conventional subjects and interests

## **7. Disability**

The school is committed to meeting the needs of students with disabilities, as it is to meeting the needs of all within the school. The school endeavours to meet the requirements of the Disability Discrimination Act 1995, as amended by the Disability Discrimination Act 2005. All reasonable steps will be taken to ensure that disabled pupils are not placed at any disadvantage compared to non-disabled children. The legislation states that people with disabilities may be treated more favourably and this requirement should be considered. The school is committed to providing an environment that allows disabled students full access to all areas of learning or associated services provided for, or offered to, students at the school, including educational visits and other offsite activities e.g. swimming. Teachers will modify teaching and learning as appropriate for students with disabilities.

## **8. Religious and non-religious beliefs**

The school respects the religious beliefs and practices of all staff, pupils, parents and visitors and will comply with all reasonable requests relating to religious observance and practice. This includes respect for lack of religion or belief, as in humanism and atheism.

## **9. Sexual orientation**

The school will make no assumption about the sexual orientation of any of the members of its community. In the curriculum, sexuality is taught within the context of healthy relationships. Whilst heterosexual relationships are the most common in our society, we acknowledge that a small, but significant number of our students will develop a homosexual or bisexual orientation and that during development many will be still questioning their sexual orientation. Students'

questions will be answered as they arise honestly, factually and non-judgmentally. Derogatory name-calling (of any sort) is unacceptable; incident of this nature will be resolved through an appropriate and balanced response including a combination of sanction-based consequences and education.

## **10. Age**

The school will put procedures in place to ensure that no-one is denied employment, an equal chance of training or promotion or suffers from harassment or victimisation because of their age.

## **11. The Role of Governors**

- In this policy statement the governing body has set out its commitment to equal opportunities and it will continue to do all it can to ensure that all members of the school community are treated both fairly and equally.
- The governing body will ensure that no-one is unlawfully discriminated against whilst in the school on account of their race, gender, religion or belief, disability, age or sexual orientation.

## **12. The role of the Headteacher**

- The headteacher will ensure that the school's policy on equal opportunities is implemented, and is supported by the governing body in so doing.
- The headteacher will ensure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.
- The headteacher will ensure that all appointments panels give due regard to this policy so that no-one suffers discrimination.
- The headteacher will promote the principles of equal opportunity when developing the curriculum and in providing opportunities for training.
- The headteacher will promote respect for other people in all aspects of school life.
- The headteacher will view all incidents of unfair treatment with due concern.

## **13. The role of teachers**

- Class teachers will recognise their own prejudices and ensure that all pupils are treated

fairly and with respect.

- The school will not knowingly discriminate against any child/young person, parent or visitor and will actively seek to identify and remove indirect discrimination. Ignorance of what constitutes discrimination is not a defence against an allegation
- When selecting classroom materials, teachers will strive to provide resources which give positive images and which challenge stereotypical images of minority groups.
- When designing schemes of learning, teachers will pay cognisance to the equal opportunities policy, both in the choice of topics to study and in how to approach sensitive issues
- All teachers and support staff will challenge any incidents of prejudice or discrimination and draw them to the attention of the headteacher.

#### **14. The role of students**

- Students will be made aware of the policy and draw any incidents of prejudice or discrimination to the attention of the class teacher and/or headteacher.

#### **15. The role of parents/carers**

- Parents/carers will be made aware of the policy through the school prospectus and school website
- Parents/carers should draw any incidents of prejudice or discrimination to the attention of the class teacher or headteacher.

#### **16. The role of visitors / contractors**

- All visitors and contractors are required to adhere to the school policy.



This policy aims to create an environment of potential for every individual within the school by removing barriers to opportunity.

This Policy was presented to Governors on 18<sup>th</sup> October 2023

It will be reviewed in October 2024 or if National and Local Policy or Guideline is updated.

Signed

A handwritten signature in black ink, appearing to read 'M Hughes'.

**Mrs M Hughes**

**Chair of Governors**