



CRWYS PRIMARY SCHOOL EQUAL OPPORTUNITIES POLICY



The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships. Our belief in "restorative approaches" ensures that every child is listened to.



Within all teaching and learning, numeracy, literacy and digital competency is promoted. Teachers are expected to plan and deliver objectives pitched appropriately to the learners. Lessons have success criteria which include numeracy, literacy and/or digital competency objectives to ensure the learners are aware of the particular skills they are looking to develop within that lesson. Every opportunity is used to promote the ethos of "every child can be the best they can be!"

Equal Opportunities Policy

We believe that all pupils and school personnel are entitled to equality of opportunity regardless of their age, gender, ethnic origin, physical disabilities, learning needs, sexual orientation, religious beliefs, or their marital status.

We want everyone to be able to take an active part within the school community where everyone feels valued, understands their rights and are respectful of the rights of others.

We will address and deal with all incidents of racism, sexism and bullying by applying our behaviour policy. But we must be alert to the signs of racial harassment and bullying and to act appropriately in order to maintain a school ethos that is based on respect and tolerance for one another.

Aims

- To promote equality of opportunity throughout the school for both pupils and adults regardless of age, gender, ethnicity, religious belief, ability, disability or social background.

Procedure

Role of the Governing Body	<p>The GB has:</p> <ul style="list-style-type: none"> responsibility to comply with all aspects of the Equality Act 2010; delegated powers and responsibilities to the Headteacher to ensure that this policy is embedded into the culture of the school; delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy; responsibility to have in place a school accessibility plan in order to provide full access to the school building/s for all disabled people; responsibility for ensuring that the school complies with all equalities legislation; has the responsibility to monitor achievement of equality targets;
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	<ul style="list-style-type: none"> ▪ responsibility for ensuring funding is in place to support this policy; ▪ responsibility for ensuring this policy and all policies are maintained and updated regularly; ▪ responsibility for ensuring all policies are made available to parents; ▪ responsibility for the effective implementation and the monitoring and evaluation of this policy; ▪ responsibility to comply with all aspects of the Equality Act 2010
Role of the Headteacher	<p>The Headteacher is responsible:</p> <ul style="list-style-type: none"> ▪ for ensuring that school personnel, pupils and parents are aware of and understand this policy; ▪ for ensuring equality of opportunity is represented in all curriculum subjects and areas of learning; ▪ for monitoring and reviewing: <ul style="list-style-type: none"> - the Accessibility Plan - the Admissions Policy - the Disability Equality Scheme - the Race and Gender Equality Scheme ▪ for recording and dealing with incidents of racism, bullying and other inappropriate behaviour; ▪ for seeking advice from appropriate agencies in order to ensure that this policy is kept up to date; ▪ for regularly reporting to the GB on the standards achieved by different groups within the school; ▪ recording, reporting and addressing all racial incidents; ▪ for monitoring and evaluation of this policy ▪ ensuring that this policy is embedded into the culture of the school; ▪ ensure all school personnel, pupils and parents are aware of and comply with this policy; ▪ provide leadership and vision in respect of equality inclusion and community cohesion; ▪ record and deal with incidents of racism, bullying and other inappropriate behaviour; ▪ seeking advice from appropriate agencies in order to ensure that this policy is kept up to date; ▪ have high expectations of all pupils from across the ability range; ▪ provide every opportunity for pupils to succeed by ensuring the highest standards of teaching and learning; ▪ ensure the curriculum is broad, balanced, differentiated, relevant and exciting; ▪ monitor the progress of all pupils in order for them to achieve their expected targets; ▪ monitor and analyse the performance of different groups of pupils within the school; ▪ regularly reporting to the Governing Body on the standards achieved by different groups within the school; ▪ recording, reporting and addressing all racial incidents; ▪ provide guidance, support and training to all staff;

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Role of School Personnel

School personnel must:

- abide by and adhere to this policy;
- maintain an overall school ethos of respect and tolerance for one another;
- insist on good pupil conduct;
- act as role models;
- be alert to signs of racial harassment and bullying;
- carefully monitor all groups of pupils to ensure that they make progress and achieve their targets;
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students;
- ensure planning is differentiated in order to provide full access for all pupils;
- create a positive classroom ethos that is welcoming to both sexes;
- ensure pupils feel valued and have individual targets;
- open to the views of pupils act as positive role models in order to promote equality throughout the school community;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination and unequal treatment to the Senior Leadership Team;
- promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour;
- tackle bias and stereotyping;
- be alert to signs of racial harassment and bullying;
- have high expectations of all pupils;
- carefully monitor all groups of pupils to ensure that they make progress and achieve their targets;
- provide a stimulating, relevant and exciting curriculum that will motivate and enthuse all students;
- use a variety of teaching methods to ensure effective learning takes place for all pupils;
- provide challenge for all pupils;
- provide specialised resources for pupils with disabilities;
- ensure pupils feel valued and have individual targets;
- be open to the views of pupils;
- encourage pupils to share their experiences of different cultures and different religions;
- provide positive classroom displays of pupils work;
- attend appropriate training sessions;
- report any concerns they have on any aspect of the school community

Role of Pupils

- Pupils are encouraged to put forward their views on all aspects of school life via the school council, discussion groups, circle time etc.
- be aware of and comply with this policy;
- recognise that they have a role and responsibility to promote equality, inclusion and good community relations;
- challenge inappropriate language behaviour;
- tackle bias and stereotyping;
- work to promote anti-bullying strategies;
- respond appropriately to incidents of discrimination and

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	<p>harassment and understand the action needed to report these</p> <ul style="list-style-type: none"> • learn to take pride in their work; • produce work of a high standard; • listen carefully to all instructions given by the teacher; • ask for further help if they do not understand; • participate fully in all lessons; • participate in discussions concerning progress and attainment; • treat others, their work and equipment with respect; • support the school Code of Conduct and guidance necessary to ensure the smooth running of the school; • talk to others without shouting and will use language which is neither abusive nor offensive; • hand in homework properly completed and on time; • wear correct uniform; • liaise with the school council; • take part in questionnaires and surveys
Admissions and Exclusions	<p>The GB ensures that:</p> <ul style="list-style-type: none"> ▪ the school admits pupils from all sections of the local community and with a broad range of individual needs; ▪ every effort is made not to exclude pupils permanently
Accessibility Plan	<ul style="list-style-type: none"> • We have in place plans to make the school building more accessible to pupils, school personnel and visitors who are disabled.
Schemes	<ul style="list-style-type: none"> • After consultation that took place across the school community we have produced and have in place: <ul style="list-style-type: none"> ▪ a Disability and Gender Equality Scheme ▪ a Racial Equality Scheme • Both schemes are reviewed by the GB.
Recruitment Process	<ul style="list-style-type: none"> • We are an Equal Opportunities employer and we adhere to the principles of equal opportunity in all aspects of the recruitment process. • We welcome applications for vacant posts from appropriately qualified persons regardless of gender, race, sexual orientation, religion or belief, disability or age.
Complaints	<ul style="list-style-type: none"> • The complaints procedures will be used to deal with any discriminatory complaint from any member of the school personnel. • Any case of harassment will be dealt with by the school's disciplinary procedure.



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Training for School Personnel	<ul style="list-style-type: none">• We ensure all school personnel have equal chances of training, career development and promotion.• Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.
Monitoring the Effectiveness of the Policy	<ul style="list-style-type: none">• The effectiveness of this policy will be reviewed, as and when the need arises, and the necessary recommendations for improvement will be made to the governors.



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