



## **Equal Opportunities**

**ADOPTED ON : 15/03/2022**

**Signed by Chair of Governors**

**Article 1:**

**Everyone under 18 has these rights.**

**Article 2:**

**You have these rights and no child or young person should be treated differently because of who they are, where they live, what they believe, the language they speak or if they are a boy or a girl.**

# **Equal Opportunities Policy**

## **Statement of Intent**

At Trebannws Primary School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of disability, race, gender, age, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

It is our belief that the school should be provided with a totally inclusive environment for pupils to learn and achieve to the best of their potential, and that diversity is a rich resource to support learning for all.

This school is in agreement that:

- Prejudice and discrimination against any member of our school community is unacceptable.
- Everyone has the right to be free from prejudice, discrimination and stereotyping.
- We all have a responsibility to ensure that incidents of prejudice, discrimination and stereotyping do not occur in school.

## **Aims and objectives**

- To create an atmosphere within the school where all types of prejudice, discrimination and stereotyping is challenged and eliminated.
- To increase knowledge and understanding of issues relating to Equal Opportunities.
- To provide fair and equal opportunities for all, whatever their age, background, ability, disability, race, gender, sexual orientation, religion or belief, gender reassignment, pregnancy & maternity, marriage and civil partnership.
- To help our pupils develop the confidence, self-respect, understanding and awareness of cultures, religions and values that lead to respect for each other.
- To help children explore the ideas of prejudice, discrimination and stereotyping in order that they can understand their own individuality and that of others.

- To raise pupils' expectations and aspirations and foster an awareness of the range of opportunities available.

### **Practice and Procedures**

- Ensure equality of access for all pupils and prepare them for life in a diverse society;
- Use materials that reflect the diversity of the school, population and local community in terms of the various protected characteristics, without stereotyping;
- Promote attitudes and values that will challenge racist and other discriminatory behaviour or prejudice;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- A clear standard of acceptable behaviour and consistent procedures for dealing with what is not acceptable for both sexes (see behaviour and discipline policy).
- A curriculum that is planned, relevant and monitored to promote equal opportunities and diversity which takes account of pupils' individual needs, as well as the needs of community and wider world.
- Racist incidents will be reported to the authority as part of their monitoring procedures.

### **Headteacher**

It is the responsibility of Mrs Rhian Evans to implement the policy in school and to ensure that all staff follows the same procedures. Mrs Evans will also ensure that new staff receives suitable training and that prejudice and discrimination is talked about openly with pupils, on occasions such as whole school assemblies and circle time.

## **Staff**

All staff will:

- Behave in a respectful and caring manner to pupils, parents and colleagues
- Set a good tone and help create a positive atmosphere.
- Raise awareness of equal opportunity matters through assemblies, stories, role-play and discussion.
- Treat incidents that may be considered as prejudice or discrimination seriously and pass on information to the Headteacher or Deputy Headteacher.

## **Governors**

Governors have a duty to:

- Be fully informed on matters concerning equal opportunities.
- Be aware of the contents and effectiveness of this policy.
- Appoint one governor to support equal opportunities within the school leadership.
- Respond to any request by a parent to investigate a report of prejudice, discrimination or harassment.

<b>Designation / Name</b>	<b>Signature</b>	<b>Date</b>
Chair of Governors		
Headteacher		

<b>Review Date</b>	Spring 2026
------------------------	-------------