

Equal Opportunities Policy Ysgol Gymraeg Gwaun y Nant

All students share the right to a broad and balanced curriculum, to be treated with the same degree of concern for their education and development and to have the same chance to benefit from the resources available irrespective of their gender, ethnicity, level of ability or social circumstances. Staff make pupils aware of society's diversity and encourage them to develop positive attitudes towards a pluralistic society.

- Discrimination on any basis is not tolerated.
- Staff practise an equal opportunities philosophy, which is reflected in the ethos of the school, as well as in the formal and informal curriculum. Each teacher contributes towards the development of a caring environment, which is a hallmark of the school, by showing respect for, and an appreciation of all. Staff are committed to emphasising the common elements and values of multiple cultures rather than highlighting conflicting areas.
- All pupils will be educated and prepared for adult life, whatever their sex, colour, culture, origin, religious belief or ability. Pupils will be taught, relative to their age, about the need to counter prejudice and discrimination.

Any form of discrimination by any person within the school will be treated seriously. It will be made clear to the offending person that such behaviour is unacceptable.

Staff will discuss inappropriate name calling or other discriminatory behaviour with victim and perpetrator. Where relevant, parents will be informed and the school's discipline procedures will be invoked. Racist symbols, badges and insignia on clothing and bags will not be tolerated. Graffiti will be removed on the same day whenever possible.

The school values diversity among the staff. In staff appointments, the best candidate will be appointed, based on strict professional criteria.

Parents are made aware of the school's commitment to equal opportunities in the school prospectus. Close liaison with families in the school is considered beneficial to all concerned. Support and advice will be sought from the relevant agencies if necessary.

All pupils have access to the school's curriculum, which is balanced, objective and sensitive and will not unnecessarily highlight sexual or cultural diversity. Schemes of work are designed so that all pupils have equal access. Pupils are encouraged to consider their own learning, progress and behaviour and to develop self-esteem, confidence, and motivation in all aspects of their lives.

Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. Teachers are encouraged to reflect, in the teaching and learning process, on whether

- the seating arrangements discriminate against certain pupils
- a task allocation prevents the talents of some pupils being developed
- there are inappropriate images or language in resources that are being used
- differing amounts of time and attention were given inappropriately to boys or girls
- verbal and behavioural communication was discriminatory
- any system or organisation in the school is reinforcing stereotypical behaviour
- pupils are encouraged to behave in a non-discriminatory way
- expectations of pupils are being limited by their gender, race or ability
- rewards and sanctions are inappropriately different for some pupils.

The staff aim to provide for all pupils according to their needs, irrespective of sex, ability or ethnic origins. Staff will ensure that the resources used in all curriculum areas are acceptable to all cultures and are non-sexist, containing positive images of all groups. Variety will be evident in the morals, stories and information offered to the children.

Signed:-----

D Treharne (Chair of Governors)

Review:

