



EQUAL OPPORTUNITIES POLICY

INTRODUCTION

At Ysgol Tycroes, we are committed to providing equal opportunities for all pupils, staff, visitor, parents, governors and all members of our school community. We believe that everyone should be treated with respect and dignity, regardless of their race, gender, age, religion, sexual orientation, or any other characteristic. Our school is a safe and inclusive environment where everyone can learn and grow together. We are committed to promoting diversity and inclusion in all aspects of school life. This policy outlines our commitment to equality and our approach to ensuring that everyone in our school community is treated fairly.

POTENTIAL REASONS FOR DISCRIMINATION

For members of our school community, some characteristics and personal choices may be subject to potential discrimination, whether this be a deliberate act or as a result of subconscious bias. These may include:

- Gender
- Race
- Disability
- Sexual Orientation
- Religion
- Age

Gender

We aim to enhance the self-esteem and self-confidence of all members of our school community by positively working to reduce any gender bias and promoting equality of opportunity. We also recognise that gender perceptions are influenced by other external factors including home, peer groups and the media.

Strategies are employed to ensure that an awareness of the importance of equal opportunity permeates all aspects of school life. Children of all genders have equal opportunity within and equal access to all areas of the whole school curriculum.

Additionally, we ensure the following:

- Efforts are made to recognise and be aware of the possibility of gender bias in both our teaching and learning materials and our teaching styles.
- Materials are carefully selected for all areas of the curriculum so as to avoid sexual stereotypes and gender bias.
- Teacher/TA time, attention and all resources are given equally to all genders.
- All children are encouraged to work and play freely with all genders.
- Teaching and other groupings, such as dining table arrangements, assembly seating, classroom seating and playground areas are organised on the basis of criteria other than gender.

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- Equality between different genders is recognised when delegating responsibility and noting the achievements of both staff and children.
- Reward procedures are the same for all genders.
- Discipline procedures are the same for all genders.
- Our school uniform policy reflects equality of opportunity for all genders.
- All members of the school community are encouraged to value each other, establish and maintain cooperative working, personal and social relationships which are based on mutual respect for each other.

Any differences involving gender, which arise inside or outside the classroom, are dealt with sensitively and are discussed with the children. All teaching and support staff posts are not gender specific, but all staff are encouraged to work with all age groups across the school.

All staff have equal access to in-service training and posts of responsibility. All members of staff have the opportunity to regularly review practices and approaches involving equal opportunity in terms of gender issues where applicable.

Race

At Ysgol Tycroes, we do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. All staff have access to record incidents on the school's My Concern online system, including racially motivated incidents.

In the case of any racist incidents involving a child/children, parents will be informed and the appropriate recording forms will be completed and a copy is sent to the Local Authority. All children have access to an ELSA TA and a Trauma Informed School practitioner to support them following a racist incident.

In the case of staff, visitors, parents or other members of the school community, any reports of racism will be reported to the Local Authority and where necessary, the Governing Body and the Headteacher will have the right to remove and prohibit the perpetrator from being allowed onto the school site. It may also be necessary to report any incidents involving adults within the school community to the police.

We are an inclusive school and we endeavour to make our school welcoming to people from all races and ethnicity. We promote an understanding of different races, religions, ethnic backgrounds, and cultures through our wider curriculum, our assemblies and through our Jigsaw PSHE scheme, and also through the displays of work shown around the school.

Disability

The school is fully committed to ensuring that we fulfil our duty in line with the ALN Code and The Equality Act 2010 (Disabled School Pupils) (Wales) Regulations 2021. We understand that a disability can be as a result of a physical impairment, a medical/healthcare diagnosis, a mental health need, or a learning difficulty. In the case of some physical/medical or mental health needs, this will require a Healthcare Plan so that the persona can be fully supported.

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For learning difficulties, pupils have a Statement of Education Needs or an Individual Development Plan (IDP).

In all cases of disability for any stakeholder, we will ensure that reasonable adjustments are considered to ensure that everyone has equality of opportunity without discrimination which leads to a disadvantage. Wherever possible, reasonable adjustments will be made. Where it is more of a challenge to make reasonable adjustment, individual circumstances will need to be considered on a case-by-case basis in consultation with parents/carers and outside professionals/agencies, also taking into consideration any wider health and safety implications.

Sexual Orientation

At Ysgol Tycroes, we do not discriminate on the basis of sexual orientation.

For the children, our Jigsaw PSHE and Relationships and Sexuality Education curriculum encourages awareness and understanding in an age-appropriate and progressive way (see RSE Policy).

Religion

At Ysgol Tycroes, whilst we are predominantly Christian school, we also acknowledge and celebrate a range of religions and promote an awareness that people have different beliefs. We welcome people from all religions and use this as an opportunity to further educate the children and share experiences. We teach about different religions through our RE and wider curriculum, and also through our assemblies.

THE ROLE OF THE STAFF

All staff are committed to treating everyone fairly and with respect, and not knowingly discriminating against any person within the school community. All staff will challenge any incidents of prejudice or racism and will record these on My Concern and to the Headteacher/Deputy Headteacher at the earliest opportunity.

THE ROLE OF THE HEADTEACHER

It is the Headteacher's role to implement the school's policy on equal opportunities and will be supported by the Governing Body in doing so. The Headteacher will ensure that all staff are aware of the school policy on equal opportunities, and that the guidelines are applied fairly in all situations. The Headteacher will promote the principle of equal opportunity when developing the curriculum, and in providing opportunities for training.

THE ROLE OF THE GOVERNING BODY

The Governing Body will be committed to ensuring that all members of the school community are treated both fairly and equally. They will also ensure that all applications for roles at the school and all candidates are not discriminated against on the basis on race, religion, sexual

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orientation, disability or age. The Governing Body will take all reasonable steps to ensure that the school environment properly accommodates anyone with disabilities.

POLICY REVIEW

This policy will be reviewed in October 2025, or earlier if required.

Headteacher:		Date:	
Chair of Governing Body:		Date:	