

'Gyda'n gilydd cymaint mwy'

Hendy Community Primary School



Equal Opportunities Policy

Basic Principles

- 1.This school is dedicated to providing equal opportunity for all, regardless of colour, culture, origin, sex or ability.
- 2.Discrimination in any shape or form is unacceptable. This philosophy of equality will be practised by all staff and pupils.
3. Pupils will be expected to show respect and understanding for each other as individuals who live in a multi-cultural society by expressing the common values and goals of education in order to develop equality within a caring and happy environment.
- 4.Parents are made aware of the school's commitment to equal opportunities and this is clearly stated in the school prospectus.

The Aim

- 1.To develop each pupil's sense of belonging to a pluralistic society with the emphasis on the common elements and values of our multiple culture rather than highlighting areas of difference.

The Practice

- 1.The school will follow the LA guidelines for admission, which do not permit sex, race, colour or disability to be used as criteria for admission.
- 2.Pupils names should be recorded accurately and every effort made to pronounce them correctly
- 3.All forms of discrimination will be treated seriously and it will be made clear to the offender that such behaviour is unacceptable.
- 4.Racist symbols, badges and insignias are forbidden.

5.The school values diversity amongst the staff and Governors shall make appointments in a professional manner, based upon the candidate's suitability for the post.

6.All pupils must have access to the school's curriculum. The curriculum must be balanced and sensitive and must not highlight sexual and cultural diversity.

7.The school views linguistic diversity positively. Pupils should be allowed to use their home language in school but should never use it to exclude others.

8.The school aims to provide resources for all pupils according to their names, irrespective of sex, ability or ethnic origin.

9.Wherever possible staff must ensure that resources used are multi-cultural and non sexist.

10.Variety should be evident in morals, stories and information offered to pupils. Pupils should have access to accurate information about similarities and differences between cultural groups.

The headteacher, staff and governors should be involved with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

Behaviour

Every child has the right to be treated with respect, without harassment, whether physical, verbal, non-verbal or in written form. If they occur, these incidents are taken seriously and are addressed immediately. For further information, see our Behaviour Policy

Background: -

The Race Relations Act makes it unlawful for an employer to discriminate against a person on racial grounds

The Sex Discrimination Act makes it unlawful for an employer to discriminate against a person on grounds of sex or marital status.

The Equal Pay Act 1984 requires employers to give men and women equal treatment and pay for doing the same work.

The Special Educational Needs and Disability Act 2001 strengthens the right of parents to a place at a mainstream school for their child and extends the Disability and Discrimination Act to education

The Role of the Governing Body

As a result of recent legislation, governors have increased responsibilities for educational provision in school, including employment, admissions, exclusions, resource allocation and the implementation of the National Curriculum.

Governing bodies must ensure that they discharge their responsibilities without racial discrimination or sexual discrimination and should be sure that they are not discriminating against any differently abled person.

Statement

This school is dedicated to providing equal opportunity for all pupils regardless of colour, culture, origin, sex or ability.

Discrimination or harassment is unacceptable and the philosophy of equality will be practised by staff and pupils

Policy Revision Information

This is the official document for Hendy C.P. School.

Renewal Period (years)	1
Date Adopted by Governing Body	November 2015
Signed - Chair of Governors	
Signed - Headteacher	
Last / Next review date	March 2017 , March 18

STAFF : Please sign and date below to show that you have read this policy, thank you.

NAME	SIGNATURE	DATE	SIGNATURE	DATE	SIGNATURE	DATE
R Kenny						
N Davies						
E Morris						
B Batcup						
C Dellow						
L Nicklin						
R Davies						
V Davies						
S Lloyd						
S Elias						
N Batcup						
L Mathias						
R Lewis						

T Groves						
C Taylor						
K Pritchard						
H Ryan						