

# **YSGOL GYNRADD CREIGIAU PRIMARY SCHOOL**

## **EQUAL OPPORTUNITIES, RACE EQUALITY AND DIVERSITY POLICY**

### **Aims**

- We aim to make Ysgol Gynradd Creigiau Primary School a true and healthy microcosm of a bilingual society where equal status is given to both the English language and the Welsh language.
- We aim to develop the children's awareness of the diversity of the society in which we live.
- We aim to make the whole school experience equip children to develop positive attitudes towards a pluralistic society.

### **1. Equal Opportunities Statement of Principles**

- Discrimination on the basis of creed, colour, culture, gender, origin, domestic background, intellectual ability, accent, physical appearance or any physical disability is unacceptable.
- The whole school community will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.
- An objective of our school will be to educate, develop and prepare children (boys and girls), whatever their creed, culture, colour, origin or ability (intellectual and physical), for life.
- An equal opportunities philosophy will be practised by all staff.
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

### **2. Race Equality Statement of Principles**

- We are committed to promoting good race relations and tackling unlawful racial discrimination.
- We are committed to working with the whole school community to challenge and eliminate racial discrimination and to follow and promote good practice.

- We are committed to combat racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- We are conscious of the need to put effort into the celebration of cultural diversity and show respect for all minority groups.
- We endeavour to make the school a welcoming place for all ethnic and national groups represented in the community.
- We ensure that all recruitment, employment, promotion and training opportunities are fair to all, and provide opportunities for everyone to achieve.

### **3. Diversity Statement of Principles**

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into school.
- We encourage all parents/carers to take part in the life of the school.
- We value the contribution that different languages, cultures and religions make to the ethos of the school.
- We encourage the whole school community to develop positive attitudes to people who are different to themselves.
- We will work to encourage children to empathise with others

### **4. Leadership, Management and Governance**

- The whole school will be proactive in promoting the philosophy of equality, and the recognition and acceptance of a diverse society. This will be achieved through the intercultural dimensions planned into the termly class themes, assemblies and lessons, and through the school ethos in action.
- We will encourage, support and enable all pupils to achieve regardless of language, race, culture, religion etc.
- We will create an environment which respects and values cultural, linguistic and religious differences.

### **5. Roles and Responsibilities**

- The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities in relation to equal opportunities,

race equality and diversity; and that the policy and its related procedures and strategies are implemented.

- The Head Teacher is responsible for implementing the policy; this includes ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.
- The Head Teacher is responsible for co-ordinating equality and dealing with reported incidents of racism including racial harassment.
- The Head Teacher will be responsible for completing the Racist Incident forms for the County on a half termly basis. (Even if it is a nil return for a particular period).
- All staff are expected to deal with incidents that may occur; to know how to identify and challenge racism, cultural bias and stereotyping; to incorporate principles of equality and diversity into all aspects of their work and to support pupils in their class who have moved to Britain from another country and for whom `English is an Additional Language`. (E.A.L. pupils..... support and advice available from the County).
- Visitors and contractors will be made aware of and expected to comply with the school's policy.

## **6. Policy Planning and Review**

We will ensure that the principles and procedures above feature in all policies and practices, especially:

- Pupil's progress, attainment and assessment.
- Behaviour, discipline and exclusions.
- Teaching and Learning.
- Admissions and Attendance.
- The Content of the Curriculum.
- Staff Recruitment and Professional development.
- Partnership with Parents and Communities.

## **7. Implementing the Policy**

We will ensure the implementation of the Policy as follows:

- Monitoring. Staff with responsibilities for the areas outlined above and will monitor the effectiveness and impact of the policy.

- Action Plan. This will be developed focussing on areas for development and staff training.
- Awareness. The policy will be posted on the school's website, incorporated in the `Information Booklet for Parents` (Prospectus) and the `Staff Handbook`.

## **8. Monitoring and Evaluation**

- The Head Teacher will collect study and use data relating to the implementation of this policy and report to the Governors termly.
- The progress and targets of all children will be monitored on a termly basis and by the analysis of data produced by the County , Fischer Family Trust and DEWI (nationally produced statistics on pupil achievement and progress)
- School self reviews, subject or aspect self reviews and policy reviews will include `Equal Opportunities, ` Diversity and `Race Equality impact questions and be used to inform planning and decision making.

**Peter Evans (04.03.10)**