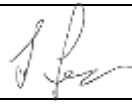




# Equal Opportunities Policy

Covers academic years: 2022-2023, 2023-2024, 2024-2025  
Review date: September 2025

| Signed             |                                                                                                       | Date           |
|--------------------|-------------------------------------------------------------------------------------------------------|----------------|
| Chair of Governors | Jeff Lewis<br>    | September 2022 |
| Headteacher        | Katrina Pryse<br> | September 2022 |

Equal Opportunities at school is about ensuring that all children and adults have equality of opportunity in terms of access and outcome throughout all aspects of school life and that their life chances for the present and future are not impeded or distorted by anything that happens during their participation in the process of education, but are in fact widened to allow them to achieve the whole scope of their potential. It is important to note that equal access does not necessarily lead to equality of outcome.

Equal opportunity recognises and celebrates our similarities and our diversity as individuals and groups. It recognises that all individuals have an intrinsic right to be nurtured in such a way as they are able to reach their full potential.

Issues of equality are applicable to us all, but there are a number of people about whom Equal Opportunity concerns are often more formally expressed. Such groups are often referred to in terms of race, gender, sex and disability or with reference to their age, class, religion or educational achievement.

Equal Opportunities covers the whole process of education but particularly embraces issues of multiculturalism, anti-racism, disability, ethnicity, gender and trans-gender, sexuality, and socio-economic disadvantage. Strategies to combat inequality include those dealing with issues of self-esteem and sense of self-worth, school organisation, curriculum content and delivery, discipline, provision for those considered to have special educational and or English as an additional language needs, underachievement, and building social relationships within the school community. Equal opportunity is about creating the structures and contexts for unlocking potential.

On 1 October 2010 new equality legislation came into force. The Equality Act 2010 has replaced all existing equality legislation, including the Race Relations Act, Disability Discrimination Act, and Sex Discrimination Act. This means that three equality duties schools are familiar with (Race Equality, Disability Equality and Gender Equality) have been replaced by a Public Sector Equality Duty (PSED) which came into force on 6 April 2011.

### **Aims and Objectives**

- We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with the Public Sector Equality Duty from the Equality Act 2010 and covers both direct and indirect discrimination.
- 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.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.

We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

## **Race Equality**

Our aim is to:

- Develop a respect, knowledge and understanding for other cultures, religions and ways of life that are present in our increasingly global society.
- Nurture the self-esteem and sense of self of all pupils.
- Contribute to pupils' understanding of the positive role they have to play to develop a just and fair society.
- Combat inequality and discriminatory practices.

What is a racist incident? A racist incident is defined as 'any incident which is perceived to be racist by the victim or any other person' (Stephen Lawrence Inquiry Report 1999). An incident may have occurred either intentionally or accidentally either overtly or covertly.

Our goal is to...

- Celebrate the diversity of language, culture and religious belief in our school and the wider society.
- Celebrate world festivals and note the achievements of people from all cultures around the world.
- We will adopt strategies to ensure that an inter-cultural out-look permeates the life of the school.
- Purchase of resources will reflect the diverse range of cultures and religions in our society.
- Display around the school will celebrate the diversity of cultures around the school.
- Recognise the valuable resources our children, parents, staff and community visitors can bring to our inter-cultural education.

## **Sex and Gender Equality**

Our aim is to...

Be committed to sexual equality and seeks to counter sexism and gender/ transgender or sexuality stereotyping in order to extend the choices and horizons of all staff and children so that they can discover who they are, what they like doing and achieve their full potential at whatever they attempt.

In order to achieve this we will employ the following strategies:

- Boys and girls will have access to the full range of educational activities and equal entitlement to all resources.
- Raise awareness amongst the staff of the dangers of gender role stereotyping and of procedures and principles to counter it.
- Encourage all children to extend their horizons and make children aware of all the opportunities available to them.
- Ensure that our curriculum positively promotes individuals and groups so that children learn to understand and celebrate the diverse nature of society.

Our goal is that...

- Staff are confident to deal with racist incidents quickly and sensitively.
- Pupils bring racist incidents to the attention of staff.
- The curriculum reflects an anti-racist, inter cultural and global outlook.
- All pupils are successfully integrated into the life of the school whatever their heritage or background.

## **Disability Equality**

Our aim is to...

Be committed to equality of access and opportunity for disabled people. The Headteacher and SMT will work closely with the Local Authority (LA) to provide any equipment, modification to any equipment or the premises

which will enable a disabled child or member of staff to undertake a full education or employment at Bryntirion Infant school. In order to achieve this we will:

- In partnership with the LA, identify and remove any physical and procedural practices which could disadvantage a disabled child.
- Promote understanding of disability as an equality issue.
- Incorporate disability issues into the curriculum and school life, e.g. assemblies when appropriate.
- Ensure that we speak of disability using language determined by the disabled.
- Promote positive images of disability through school resources.
- Annually review our accessibility plan so it reflects the school needs to ensure equality.

Our goal is that...

- The school works closely with the LA to ensure equal access to the school site for disabled users.
- The school promotes a positive image of disability.
- Disabled users feel confident, secure and valued when using our site and facilities.

### **The Role of Governors**

The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

They will:

- Seek to ensure that people with disabilities are not discriminated against when applying for jobs at our school. They will take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- Make reference to arrangements for disabled pupils in their annual report.
- Welcome all applications to join the school, whatever background or disability a child may have.

The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

### **The Role of the Headteacher**

It is the Headteacher's role to implement the school's equal opportunities policy to ensure equality for all and is supported by the Governing Body in so doing.

They will:

- Ensure that all staff are aware of the school policy on equal opportunities, and that teachers apply these guidelines fairly in all situations.
- Ensure that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- Promote the principle of equal opportunity when developing the curriculum.
- Promote respect for other people in all aspects of school life, for example, in the assembly, where respect for other people is a regular theme, and in displays shown around the school.

The Headteacher treats all incidents of unfair treatment with due seriousness.

### **The Role of the Class Teacher**

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing schemes of work and activities, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.

All our teachers challenge any incidents of prejudice. We report any serious incidents to the Headteacher. These incidents may then be escalated to Bridgend County Borough Council. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

### **Monitoring and Review**

It is the responsibility of our Governing Body to monitor the effectiveness of this Equal Opportunities policy. The Governing Body does this by:

- monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school;
- monitoring the staff appointment process, so that no-one applying for a post at the school is discriminated against;
- taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy, so those pupils from minority groups are not unfairly treated.

This policy will be reviewed by the Governing Body every three years, or earlier if considered necessary.