

YSGOL BRYNREFAIL

Equal Opportunities Policy



RATIONALE

One of the main aims of the school is to develop every individual – be they pupils or members of staff. To achieve this aim, we recognise the need to ensure that everyone involved with the school has the opportunity to reach this goal. We have therefore created this equal opportunities policy which forms the basis of many decisions taken at the school.

AIMS

1. To ensure that all pupils and staff achieve their full potential.
2. To take the necessary positive steps to ensure equal opportunities are provided.
3. To create a climate and ethos which helps to achieve these aims.

OBJECTIVES

1. All publications / information about the school will take into account our equal opportunities policy.
2. All correspondence with parents/public bodies will be in the appropriate language and format.
3. The school will ensure that learning material takes into account the needs of the local community, including its language and culture.
4. The school will implement an open access policy.
5. The school will ensure it provides a broad, balanced and relevant curriculum, differentiated to meet the needs of all pupils.
6. The school aims to support all disabled pupils or pupils with learning or emotional difficulties.
7. The school's repayment policy will take equal opportunity considerations into account.
8. No instruction or guidance given to pupils will discriminate on the grounds of race, sex, disability or academic ability.
9. Everyone entering the school will receive a positive welcome at the first point of contact.
10. We will ensure that the school's environment reflects our equal opportunities policy so that no person feels threatened because of race, colour, sex or disability.
11. The governing body will be kept aware of its duties in respect of equal opportunities.
12. Each member of the school staff will be treated equally in terms of prospects for promotion and in-service training.
13. The school will prepare learning resources/materials in accordance with the requirements of this equal opportunities policy.
14. The learning resources/materials produced will be free from references which could cause offence on the grounds of race, sex, ethnic group, disability or membership of any minority group.

This policy was created with the agreement of, and in full consultation with, the teaching staff and their unions having regard to the work-life balance of teachers. Its preparation included an assessment against the provisions of the Workload Impact Checklist.

Signed on behalf of the Governing Body by the Chair of Governors:

Dafydd M Roberts (Chair of the Governors)

Date of approval: 14/07/2014 (by the full Governing Body)

Review date: July 2017