



# EQUAL OPPORTUNITIES POLICY

Title:	Equal Opportunities Policy	Authors:	H Jones	Owner:	Ceri Hopkins
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Signed: *C Hopkins*

C Hopkins Headteacher

Signed: *O Jenkins*

O Jenkins Chair of Governors

## **Statement of Commitment**

At Ysgol Heol Goffa, we believe every individual has the right to achieve their full potential regardless of race, gender, disability, sexual orientation, religion or belief, age, or any other protected characteristic. We are committed to promoting equality, diversity, and inclusion in all aspects of school life.

Our policy aligns with:

- Equality Act 2010 and the Public Sector Equality Duty (PSED).
- Specific Duties for Wales, requiring published equality objectives and annual reporting.
- Welsh Government Strategic Equality Plan (2024–2028).
- Anti-Racist Wales Action Plan.
- Additional Learning Needs (ALN) Code for Wales.
- Well-being of Future Generations (Wales) Act 2015.

## **Principles**

Discrimination, harassment, and victimisation on any grounds are unacceptable. We will act positively to challenge prejudice and foster good relations between all groups. Our ethos is built on respect, dignity, and fairness for all.

## **Legal and Policy Framework**

Equality Act 2010: Covers nine protected characteristics and requires schools to eliminate discrimination, advance equality of opportunity, and foster good relations.

ALN Code for Wales: Ensures pupils with additional learning needs receive appropriate support through Individual Development Plans (IDPs).

Curriculum for Wales: Embeds diversity, inclusion, and Relationships and Sexuality Education (RSE) to promote equality and respect.

## **Aims**

1. Ensure equal access to a broad and balanced curriculum for all pupils.
2. Create a whole-school ethos where pupils, staff, and governors share responsibility for equality.
3. Provide a safe, stimulating, and inclusive learning environment.
4. Promote positive attitudes towards diversity and challenge stereotypes.

## **Objectives**

- Open access and a welcoming environment for parents, carers, and visitors.
- Equal participation in all school activities and trips.
- Zero tolerance for racist, sexist, homophobic, or discriminatory language or behaviour.
- Celebrate and value pupils' cultural backgrounds and experiences.
- Regularly review resources to ensure they reflect diversity and avoid stereotyping.
- Introduce positive role models across all protected characteristics.

- Consider equality implications in all planning and decision-making.
- Continually review curriculum content to ensure inclusivity.

### **Gender Equality**

Girls and boys are valued equally in all aspects of school life. Gender is not a determinant of ability or opportunity. Curriculum and resources challenge gender stereotypes and promote equality. Equal access to all subjects, activities, and leadership opportunities.

### **Race Equality**

Promote understanding of cultural diversity and challenge racism. Implement Welsh Government’s Anti-Racist Wales Action Plan. Ensure resources and displays reflect multicultural society.

### **Additional Learning Needs**

Every pupil will have an Individual Development Plan (IDP) tailored to their needs. Work closely with parents and professionals to provide appropriate support.

### **Delivery**

Embed equality principles in teaching, learning, and school organisation. Provide opportunities for discussion, role play, and workshops to tackle prejudice. Encourage pupils to develop empathy and respect for others.

### **Resources**

Ensure all materials are inclusive, non-sexist, and non-racist. Displays reflect diversity and positive images of people with disabilities and different cultural backgrounds. Equal access for staff to ICT and teaching resources.

### **Monitoring and Recording**

Record incidents of discriminatory behaviour and take appropriate action. Monitor progress towards equality objectives and report annually.

### **Staff Development**

Provide training on equality, diversity, and inclusion. Review and update this policy regularly to reflect legislative and societal changes.

### **Compliance Checklist**

<b>Requirement</b>	<b>Compliant</b>
Equality Act 2010	Yes
Public Sector Equality Duty	Yes
Specific Duties for Wales	Yes
Welsh Government Strategic Equality Plan	Yes
Anti-Racist Wales Action Plan	Yes
ALN Code for Wales	Yes