



ST ILLTYD PRIMARY SCHOOL

POLICY FOR EQUAL OPPORTUNITIES

We aim within St Illtyd Primary to provide equality of opportunity for all children whatever their:-

- age
- ability
- gender
- race
- faith
- sexual orientation
- or background

We want all our pupils to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes and practises do not prevent any child from reaching their potential.

We recognise that a child's self perception can be influenced by his/her environment and so we aim to enhance our children's self-esteem and self-confidence by positively working to reduce any gender bias and promoting equality of opportunity.

As a school we work to incorporate the Vale of Glamorgan LA guidelines for Equal Opportunity into our primary practice.

Children of both sexes have equal opportunity within and equal access to all areas of the whole school curriculum. This includes the Programmes of Study and Attainment Targets for the National Curriculum subjects; other subject areas currently outside the National Curriculum and areas such as extra-curricular activities.

Boys and girls are encouraged to participate equally in the full range, both inside and outside the classroom.

Efforts are made to recognise and be aware of the possibility of gender, race or ability bias in both our teaching and learning materials and our teaching styles.

Materials are carefully selected for all areas of the curriculum so as to avoid stereo types and bias.

Teacher time, attention and all resources are given equally to boys and girls and pupils with disabilities or from minority ethnic groups.

All children are encouraged to work and play freely with others.

Opportunities are given for children to work with teaching and non-teaching staff of both sexes.

Equality between the different groups is recognised when giving/delegating responsibility and noting the achievements of both children and staff.

Discipline procedures - notably rewards and sanctions are the same for all children.

Our school uniform reflects equality of opportunity for all children.

Children and all staff are encouraged to value each other and build up and maintain cooperative working relationships both within school and in the community and relationships being based on mutual respect for each other.

Any differences involving gender which arise, inside or outside the classroom are dealt with sensitively and are discussed with the children.

All teaching and non-teaching posts are non specific. Both men and women are encouraged to teach all age groups and each Key Stage. All staff have equal access to in service training and posts of responsibility.

Practices and approaches involving equal opportunity in terms of gender, race or disability are reviewed regularly by all members of staff.

This policy was reviewed by the Governing Body Summer Term 2015.

It will be reviewed during Summer Term 2018.

Signed..... Signed.....

Lianne Pownall (Chair of Governors) Roger Hardy (Headteacher)