



City and County of Swansea  
Dinas A Sir Abertawe

# WAUNARLWYDD PRIMARY SCHOOL



# Equal Opportunities

## **EQUAL OPPORTUNITIES POLICY**

### **Introduction**

Equal Opportunities ensure the **same** breadth and quality of opportunity for all people regardless of:-

- \* race
- \* creed
- \* colour
- \* gender
- \* social background
- \* special needs

### **Differences are valued**

They involve the whole school community – they are not just about classroom practises.

The Equal Opportunities policy must be accepted, understood and operated by every member of the school community. This policy is part of the basic ethos and working practises of the school community regardless of number involved (e.g. percentage of children from any ethnic group)

### **Why Equal Opportunities is important**

1. Legal responsibilities regarding:-

- \* racial/sexual discrimination
- \* R.E. and collective worship
- \* Special Needs

as set down in the :-

- \* Race Relation Acts of 1965, 1968, and 1967
- \* Sex Discrimination Act 1975
- \* Education Act 1981 (concerning special needs)

2. Equal Opportunities practises demonstrate school values and attitudes to the wider community.

3. To develop individual confidence and self esteem without which children cannot gain the full value from their educational opportunities.

## **STATEMENT OF POLICY FOR WAUNARLWYDD PRIMARY SCHOOL**

Waunarlyydd Primary School is committed to providing each pupil with Equal educational opportunities, regardless of gender, cultural and social background or special needs. All pupils will be encouraged to develop all their talents and to take advantage of everything the school has to offer.

Waunarlyydd Primary School will ensure opportunities by actively removing barriers to learning and disapprove and dispel existing prejudices and discriminatory attitudes.

***The policy aims to ensure that Equal Opportunities are promoted in :-***

- whole school practices
- classroom practices
- individual attitudes of children, parents, all staff and governors.
  
- **WHOLE SCHOOL PRACTICES**
  
- The school will not tolerate prejudice or racism in language or behaviour by anyone on the school premises.
  
- Any grouping of children will be done on a fair and thoughtful basis.
  
- All children will have equal access to positions of authority, e.g. classroom members.
  
- Children will be chosen for roles in school plays, assemblies etc. sensitively and fairly and efforts will be made to avoid stereotyping.
  
- Playground activities will be monitored to ensure that space is fairly shared.
  
- Differences in cultural and religious backgrounds will be valued and respected and used positively to enrich the school, e.g. celebrations, assemblies, invited speakers. etc.
  
- The school will try to promote good communications between school and parents (e.g. use of interpreters etc. if appropriate)
  
- Waunarlyydd Primary School is a safe and happy place where everyone is valued and differences are celebrated.

## **2. CLASSROOM PRACTICES:**

All groupings will be done on a fair thoughtful basis.

All children will have access to all areas of the curriculum and to all areas of the classroom and all apparatus and material available:-

- \* visual/spatial
- \* creative and imaginative play, dance, drama
- \* mathematical activities
- \* art and craft activities
- \* scientific and technological activities
- \* information technology

Staff will monitor this carefully to ensure fair distribution and intervene where necessary to ensure that this is so. Timetabling rotas, etc. may be necessary to ensure fair use.

Staff may need to direct children to compensate for children's lack of experience.

Girls should be positively encouraged to handle mechanical toys and tools to redress the possible lack of such facilities in their homes. This will enable them to acquire the necessary experiences to make progress in Maths, Science and Technology.

Boys should be positively encouraged to develop language skills as research has shown that girls tend to learn language skills faster than boys.

### **Curriculum Planning**

Staff will plan the curriculum to ensure a balanced view of society with regard to other cultures and gender issues and special educational needs.

### **Staff will give attention to the following issues:**

The City and County of Swansea Authority policy document for Multi-cultural Education states in Section 10 Curriculum Planning that all schools should include an appropriate multicultural dimension which encompasses the following:-

- \* All children should learn to understand, respect and value traditions, customs, values and beliefs of people in countries other than their own and minority groups in this country.
- \* People from social, cultural and ethnic groups should be presented as individuals with every human attribute.

- \* Cultures should be emphatically described in their own terms and not judged against some notion of ethnocentric or Eurocentric ideal.
- \* The curriculum should include accurate information on racial and cultural differences and similarities.
- \* The variety of social, cultural and ethnic groups and a perspective of the world should be evident in teaching materials, presentations and information.
- \* Children and young people should be helped to appreciate that they live in a multicultural and racially interdependent society and recognise the implications of this for their own behaviour.
- \* Children and young people should be helped to recognise the values of social justice, human rights and Equal Opportunities in their own and in other societies.
- \* All children should be encouraged to see the cultural diversity of our society in a positive light.
- \* The issue of racism at both institutional and individual level should be considered openly and efforts made to counteract it.

### **Special Educational Needs**

Staff will plan work with regard to children with special educational needs by the use of differentiation and, where possible, additional resources to aid learning.

Staff will ensure that children who are withdrawn for EAL, SEN activities have full access to all aspects of the curriculum and all work supports and supplements class work.

Equal Opportunities policy issues which are also covered in the school policies on Multi-cultural, EAL Education and Special Educational Needs. Reference should also be made to the Local Authority documents.

### **Gender Issues**

Staff will try to give a balance in promoting the achievements of women in science, history etc.

Staff will try to avoid stereotyping of genders by careful choice of materials, books, posters and resources which depict men and women and girls and boys in a variety of roles.

Activities initiated by the children which involve stereotyped behaviour will be discouraged.

In all the above aspects staff will choose up to date materials and provide accurate information.

Opportunities will be taken to discuss with the children the restrictions imposed by stereotyping. Children can be provided with books and materials in which they can see evidence for themselves.

Children will be encouraged to mix with all the other children in groups, lines etc.

### **3. INDIVIDUAL ATTITUDES**

Every effort will be made to promote good practice within the school, to raise awareness and develop understanding of the educational issues related to Equal Opportunities.

Every effort will be made to avoid stereotyping which provides a narrow view of opportunities available. Stereotyping can restrict attainment and limit future choices.

Staff will try to ensure that children's perceptions are not influenced by hidden messages through practices such as:-

- \* always listing boys first
- \* always choosing boys for lifting and manual activities
- \* always choosing girls for nurturing activities
- \* An awareness of the importance of Equal Opportunities will be reflected in all school planning in the careful choice of materials and resources.
- \* Positive attitudes in children around the school will be encouraged. Equal Opportunities is about respect for others and this will be actively promoted. e.g. in use of playground and communal areas. Children will be encouraged to show respect for each other and all members of the school community.

### **Implementation**

Members of staff will meet to discuss Equal Opportunities issues from time to time. Staff will be aware of language which suggests restrictions e.g. firemen where fire-fighter may be more appropriate.

All areas of the curriculum will be monitored and reviewed periodically to see where improvements can be made in promotion of Equal Opportunities.

## **Resources**

Books used in the school will be very important in reflecting Equal Opportunities. In choosing books staff will be aware of the following:-

- \* The variety of interest of children from widely different backgrounds.
- \* A variety of books will help to balance stereotyped images.
- \* The importance of the illustrations in reinforcing the text.
- \* Awareness of any sexist or racist language.

All materials in the school and those ordered in the future will be carefully monitored to ensure that Equal Opportunities are promoted.

- \* Toys, used in the early years, will be chosen with care to avoid gender stereotyping. They will be used freely by all the children.
- \* All notices, displays, posters, invited guests, etc. will also be carefully chosen to ensure Equal Opportunities.



## EQUAL OPPORTUNITIES POLICY

This policy has been adopted by the  
Governing Body of Waunarlydd Primary School

Headteacher : Ruth Davies

Signed:

*Ruth Davies*

Date:

18-11-14

Chair of Governors : Allan Rees

Signed

*Allan Rees*

Date:

21. 10. 14.