



## EQUALITY POLICY

It is Ysgol Y Strade's intention that all pupils will be offered equality of opportunity in all aspects of school life without discriminating on the basis of sex, race, religion, disability or social class.

We believe that offering good equal opportunity is equivalent to offering good educational opportunity, and is the basis for developing the skills and talents of each individual.

We strive to raise awareness of prejudice of all kinds by counteracting negative aspects that are destructive of the individual and putting in their place more positive images. Our aim is to ensure a community based on mutual respect, and one that offers equal opportunity to all.

These principles give school's ethos and daily life a solid foundation, as well as an opportunity for further discussion and clear action.

Ysgol Gyfun Y Strade is committed to providing every pupil with an education of the highest possible standard, and we will strive to satisfy everyone's needs without any kind of unfair discrimination.

### OUR AIM

- We will act to ensure that no member of our community is disadvantaged because of our actions.
- We will establish standards of behaviour that will ensure that everyone is fairly treated, and is given an equal opportunity to learn and use a range of suitable resources.

### OUR OBJECTIVES

- To develop a friendly, open atmosphere where everyone is respected and valued.
- To develop a learning environment where all pupils, irrespective of their age, sex, race, ability or social background, are set consistently high expectations.
- To develop a variety of extra-mural activities that are available to all, and that satisfy the needs of everyone.
- To challenge inappropriate discrimination and to promote cultural variety.
- To make sure that neither pupils nor adults suffer harassment, particularly as a result of belonging to a specific group (because of their gender, age, race and so on), and to put in place arrangements that enable them to draw attention to harassment, and take immediate steps to deal with complaints and events involving pupils or adults.



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- To work fairly and provide an equal opportunity to all when appointing and developing staff, in accordance with Carmarthenshire County Council’s Equal Opportunities Standards.
- To include equal opportunities in all aspects of school’s work.
- To regularly monitor and review performance.
- To draw up policies and an action plan in response to consultation with pupils, parents, governors, staff/ other workers and members of the wider community that school is a part of.
- To promote good relations with people and the community.

**We will:**

- as individuals and as an establishment, oppose all kinds of unfair discrimination whether that be direct or indirect discrimination, on the basis of gender, colour, ethnic background or origin, religion, disability, social background, age, appearance, ability, language, political viewpoint, physical size or sexual orientation.
- challenge prejudice or unreasonable ideas about social groups, and strive to foster tolerance and readiness to accept differences.
- promote and celebrate diversity in the community and further afield.
- strive to be an inclusive community, in the widest sense of the word.
- if required, adapt the building in response to any physical disability.
- prepare the pupils to live their lives as adults in a multi-cultural society.

This policy is relevant to all aspects of school life, to every member of our community and all those, including visitors, that join us from time to time.

The policy is relevant to school’s main activities as follows:

- to provide pupils with a rounded education
- to employ staff and contractors
- to collect data
- to respond to instances of unfair discrimination

A member of the Senior Leadership Team who serves as the equal opportunities co-ordinator will oversee this policy, and monitor its effect. The policy will form a part of school’s usual procedures concerning monitoring and reviewing. Every member of staff has a duty to include these matters in their department’s monitoring procedures.

<b>Reviewed and Accepted by the Governing Body:</b>	
<b>Chairman’s signature:</b>	