

Equality, Race and Equal Opportunities Policy



**Ysgol Gynradd Gymraeg
Y Login Fach**

Presentation

General policy statement

Ysgol Gymraeg Y Login Fach is dedicated to working towards racial equality, promoting positive attitudes to difference and fostering respect for people from all cultural backgrounds. The school opposes all forms of racial prejudice and discrimination. Racist language or behavior that could harm any ethnic or racial group will not be tolerated. The school recognises that Wales and the UK have diverse communities made up of people from diverse racial, cultural, religious and linguistic backgrounds. It is important that all pupils are prepared to live in such a diverse society. All employees have a responsibility to read and understand this policy and comply with it.

Responsibilities

Governing Body

- The governing body is responsible for ensuring that the school complies with race relations legislation, including the general and specific duties in the amended act 2000.
- With the help of the head, the governing body has responsibility for putting appropriate ways of operating in place to enable the school to adhere to this race equality policy.
- The governing body will include race equality issues as a regular item on the agenda of governing body meetings and will have a governor named for equalities, who is the head.

Headteacher

- The headteacher has overall responsibility, with the governing body, for implementing appropriate ways of operating to enable the school to adhere to this race equality policy.
- The headteacher will ensure staff receive relevant training and be informed of the implications of the policy, including the relevant legislation.

Person Named for Racist Causes

- The person named for racist causes is Mrs Katrin Parkhouse the Headteacher
- The headteacher will ensure that all racial incidents reported are recorded in a register and that the authority's Racial Case Reporting form will be completed and sent to the LEA.

Person Named for Equality

- The person named for equality or equality of opportunity is Mrs Katrin Parkhouse, Headteacher.
- The person named for equality will ensure that the school reviews and evaluates all policies and practices regarding race equality.
- Targets for improvement will be set to address

aspects of inequality or disadvantage that emerge through regular progress review.

PSE Coordinator

- The Health and Wellbeing co-ordinator is Miss Sian Howells.
- The PSE coordinator will ensure that issues of race are addressed and cultural diversity in implementing the PSE framework throughout the school, developing attitudes and values that promote understanding of diversity and equality that encourage positive, healthy relationships and challenge racism.

A.G. Coordinator

- The Education.Religious(Humanities) co-ordinator is Mrs Eleri Lewis-Jones.
- The RE coordinator will ensure that all religions are taught in a positive, balanced way, that different views are always valued and respected and that stereotypical views of particular faith groups do not persist forever, but are examined in an objective, relevant manner.

Teaching Staff

- Teaching staff are responsible for keeping abreast of race relations legislation and equality issues.
- Teaching staff will know how to tackle cases race in the classroom, how to promote diversity and how to identify and challenge orientation and stereotyping.
- Teaching staff will encourage positive working relationships between pupils and ensure that pupils from all racial and ethnic groups are included in all activities and have access to the curriculum.
- The teaching staff will not discriminate, or allow feelings personal, prejudice or assumption about racial or ethnic groups affect how they treat pupils, parents or other staff.

Support staff (including all administrative staff, lunchtime supervisors and carers)

- Support staff will ensure that they do not discriminate in the conduct of their functions, or allow personal feelings, prejudice, assumption or stereotypes about racial or ethnic groups to affect how they treat certain pupils, parents or other staff.

Visitors and contractors working on site

- All visitors or contractors working on site will be know about the school's policy on race equality and racial harassment.

3 Consultation

- Governors, staff, pupils, parents and groups will be consulted community in relation to the introduction of this policy and subsequent amendments.

4 Communication

- The policy:
 - outlined in school
 - available on request to parents, visitors and members of the wider communityEvery effort will be made to provide a translation.

Implementing the policy - School-wide ethos

- **Celebrating and promoting diversity**

We will ensure that the specific needs of all ethnic and religious groups in school are met by celebrating diversity, catering for the dietary and uniform requirements of different religious groups and allowing pupils to obey various religious celebrations and festivals.

- **Preparing to live in a multi-ethnic society**

I would encourage all pupils to understand, respect and appreciate peoples, cultures, languages and faiths unfamiliar to them in order to prepare them for living in a multi-ethnic society.

- **Ethnic composition of the school**

The school will collect appropriate data to inform its understanding of the range of ethnic, linguistic and religious backgrounds that pupils have in order to assist in the implementation of this policy.

Pupil attainment, personal development and assessment

Cyrhaeddiad a chynnydd

Our aim is to ensure that all pupils achieve to their full potential. We will monitor individual pupils' progress for signs of underachievement and use ethnic monitoring to identify any difference between ethnic group performance. These are addressed through planned and targeted support.

Pastoral support

Our pastoral support will consider religious and ethnic differences and the experiences of children of refugees and asylum seekers.

Support for pupils learning English as an additional language

We will provide appropriate support to pupils for whom English is an additional language and encourage pupils to use and develop their home languages, where possible. There will be access to specialist support.

Careers and work experience (where appropriate)

I would encourage all pupils to consider the whole range of work experience and other options after leaving school to ensure that ethnic or racial groups are not traded.

Assessment

We will ensure that ethnic minority pupils for whom English is an additional language and children of refugees and asylum seekers are not disadvantaged by cultural and linguistic bias or lack of support in assessments.

Special Educational Needs

We will ensure that accurate assessments of special educational needs are made for ethnic minority pupils for whom English is an additional language and for refugee children and asylum seekers as appropriate.

Curriculum, teaching and resources

Learning and teaching

We will take positive steps to ensure that all pupils can participate and feel that their contributions are valued. We will encourage pupils from all walks of life to work together with collaboration and understanding, learning through each other's varied experiences. Our teaching will challenge racial prejudice and stereotypes, and build pupils' cultural awareness of prejudice, inequality and injustice.

Promoting cultural diversity through the curriculum

We will promote cultural diversity in the curriculum by teaching positive, culturally diverse content, and by fostering respect for people from different racial, ethnic and religious groups.

Access to the curriculum

We will make every effort to ensure that all pupils have access to the mainstream curriculum by considering their cultural background and linguistic needs and by differentiating work appropriately.

Resources

Our resources and exhibitions will portray positive images of a variety of peoples and cultures and use a range of resources to challenge stereotypes and racism across the curriculum.

Inclusion of people from diverse backgrounds

Every effort is made to invite visitors from different religious, ethnic, linguistic and faith groups to the school to share a range of skills and experiences.

Admissions and attendance

Admissions

Our admissions criteria and procedures will be fair and equal to all and will not have a disadvantageous effect on any racial or ethnic group.

Presence

We will expect good attendance from all pupils and will monitor attendance by ethnic group. We will recognise the right of pupils to take banquet time for religious rituals and we will provide for pupils on extended leave to do lost work.

Conduct, discipline and exclusion**Racism, discrimination and harassment**

We oppose all forms of racial prejudice and discrimination. Racist language or behavior will not be tolerated. All cases are handled in accordance with applicable school policies and LEA guidelines on racial harassment.

Conduct and discipline

We expect high standards of behaviour from all pupils. All pupils will be treated fairly and without discrimination in being disciplined. Incidents of a racist nature will be dealt with robustly and consistently and all allegations of racial harassment or provocation will be fully investigated and recorded and reported to the LEA.

Prohibit

We will take proactive steps to prevent exclusion and ensure that exclusions are monitored by ethnic group.

Partnering with parents and the wider community**Partnering with parents and the wider community**

We will use the expertise, skills and knowledge of people from different racial, ethnic, linguistic and faith backgrounds to develop positive attitudes to cultural diversity and to challenge racism. Parents from all racial and ethnic groups will be encouraged to participate in school life. Where necessary, translation and interpretation services will be used.

Staff recruitment and professional development**Recruitment and promotion**

We will ensure that there is no racial discrimination in recruitment and promotion.

Professional development

We will ensure that all staff and governors receive initial and permanent training to understand racial equality issues and how to deal with them.

Discrimination and harassment

Incidents of racial discrimination or harassment involving staff are dealt with in accordance with LEA/school disciplinary and complaints procedures and racial harassment guidelines.

Tor police

Any breach of this policy will be dealt with by staff members or governors in accordance with LEA/school disciplinary and grievance procedures.

Policy planning and review

Ethnic monitoring

We will use ethnic monitoring data on achievement in curriculum design and in setting targets for teaching. Ethnic monitoring data on admissions, attendance and exclusions will also be considered in long-term planning.

Evaluate, monitor and review policies

The impact of all school policies on ethnic minority pupils, staff, governors and parents will be assessed to ensure that there is no discriminatory practice, particularly discriminatory practice which may contribute to the underachievement of ethnic minority pupils. The impact of the race equality policy on all pupils, staff, governors and parents will be monitored annually for its effectiveness and evaluations will take into account the views of all stakeholders.

Signed: _____
(Headteacher)

Date: _____ 31/3/2025 _____