



YSGOL BRYN CASTELL

Equal Opportunities Policy

Ysgol Bryn Castell (YBC) is committed to equal opportunities and aims to consider the needs of the individual in the school community. Equality of opportunity is central to the ethos of the School as outlined in the visions and values of the school with a focus on tolerance and inclusion.

YBC aims to provide equal opportunities for all pupils and staff regardless of their gender, colour, ethnic origin, age, socio-economic background, disability, religious or political beliefs, family circumstances, sexual orientation or other irrelevant distinction. This is done in order to develop their talents to the full, and encourage awareness and tolerance in relation to the aesthetic, cultural, traditional and religious values of today's increasingly pluralistic society.

All members of staff aim to help young people to accept and respect other people's individuality and to behave in a way that does not display bias or prejudice.

The School will not accept words or actions which display prejudice against individuals due to their race, gender, creed, sexual orientation or disability.

The School encourages all members of its community to behave in a tolerant fashion towards each other.

Aims of this policy

This school recognises that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy.

- It will promote the concept of equality of opportunity throughout the School community, both for adults and for all pupils.
- It will seek to develop an understanding of, and promotion of, human equality and equal opportunities.
- It will promote good relations between members of different racial, cultural and religious groups and communities. The school will enable pupils to take responsibility for their behaviour and relationships with others.

The school's values, aims and objectives all accord with the equal treatment of people promoted by national laws and regulations, and the rights enshrined in the Human Rights Act 1998.

Responsibilities

Senior Management alongside all staff are responsible for ensuring equal opportunities within the curriculum. All staff are responsible for following this policy and reporting incidents of unequal treatment to the appropriate senior member of staff. The Headteacher will report any relevant statistics and incidents to the Board of Governors.

Employment of Staff

The Governors are equal opportunity employers and are committed to ensuring that, within the framework of the law, the School is free from unlawful or unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, marital status, sexual orientation, religious belief or disability.

The Governors aim to ensure that all staff can achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. Within the following we set out how to achieve these aims.

Appointments

Recruitment and employment decisions will be made on the basis of fair and objective criteria. Selection procedures will be reviewed from time to time to ensure that they are appropriate for achieving the School's objectives and for avoiding unlawful discrimination.

Advertisements and job specifications will all carry a statement that this School is an Equal Opportunities employer, and welcomes applications for all posts from appropriately qualified persons regardless of sex, race, religion, sexual orientation, disability or age.

People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment. The requirements of job applicants and existing members of staff who have, or have had, a disability will be reviewed to ensure that whatever possible reasonable adjustments are made to allow them to enter into, or remain in, School employment. Promotion opportunities, benefits and facilities of employment will not be unreasonably limited and every reasonable effort will be made to ensure that disabled staff can participate fully.

Person and job specifications shall be limited to those requirements which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis and personal or home commitments will not form part of employment decisions, except where necessary. Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment

The ethnic and gender composition of staff will be monitored at all levels. Information will be taken from existing records, with additional data sought when necessary.

Staff Development

All staff have a right to equality of opportunity. All staff have a duty to implement this policy.

All employees have equal chances of training, career development and promotion.

All recruits to the School will be offered induction training, which will include a reference to the School's equal opportunities policy.

Staff development opportunities will be monitored and information presented to the governors as requested. Appropriate training will be provided, where necessary, to enable staff to implement and uphold this commitment to equality of opportunity. Such training could range from discussions with Senior Managers to externally provided courses. Training needs will be assessed as part of the normal annual personal development review process.

People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary.

Working patterns will be reviewed, when necessary, so as to enable flexible working by staff with carer and/or childcare responsibilities, where this is possible. Where necessary, special provision will be made for training for staff returning to work following a break for domestic reasons.

Pupils

Pupils have equal access to the curricular programmes of study throughout each Key Stage, and non-compulsory courses, according to aptitude and ability

The senior staff will keep and record relevant information on the take-up of courses at various stages at YBC. The Governors will be made aware of any relevant information through the Head teacher's termly report to the GB.

Annual analysis of attainment, (behaviour) and other student data will be undertaken by gender and age. Departmental reports and plans should take account of such analysis and data.

All subjects will aim to have equality of opportunity at their core.

School and departmental development plans will act to improve the learning of pupils according to this policy.

School behaviour rules and the Code of Conduct for students clearly and explicitly forbid the verbalisation or vocalisation of discrimination on the grounds of race, culture, religion, gender, sexuality and ability/disability (see YBC Behaviour Policy).

Positive attitudes and awareness development for equality of opportunity will be fostered through the PSHE, Assemblies, and tutor programmes.

The ethnic and gender composition of pupils at YBC will be monitored at all levels.

Bullying

All staff and pupils have a legal duty not to bully or otherwise harass other staff or pupils. Where staff or pupils come across incidents involving sexist, racist or homophobic bullying they must report these to the appropriate senior member of staff.

All incidents of sexist, racist or homophobic bullying will be taken seriously, and must be dealt with appropriately and reported to the appropriate senior member of staff.

Incidents that involve racist elements which need to be reported to the police will be done so via the Senior Leadership Team.

Disciplinary

Breach of the equal opportunity policy is a potentially serious disciplinary matter for both pupils and staff. Similarly, unsubstantiated accusations of discrimination for malicious purposes could be a serious disciplinary offence. Anyone who believes that they may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the Parental Complaints Procedure or the Staff Grievance Procedure.

Wider School Policies

The Equal Opportunities Policy should be read in conjunction with school policies on Behaviour, Anti-Bullying Policy, Rewards and Sanctions and Safeguarding. Staff may also have regard to employment contracts issued.

References

Equality of opportunity applies to all pupils in the school irrespective of gender, ability (including particular talents), ethnicity and social circumstances. The School aims to meet the requirements of the following legislation in order to be free from discrimination and stereotyping:

- Rehabilitation of Offenders Act 1974;
- Race Relations (Amendment) Act 2000;
- Special Educational Needs and Disability Act 2001;
- Race Relations Act 1976 (General Statutory Duty: Code of Practice) Regulations 2002.

Regard is also had to:

- Employment Rights Act 1996;
- Equal Pay (Amendment) Regulations 1983;
- Human Rights Act 1998;
- Employment Relations Act 1999;
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000;
- The Statutory Code of Practice on the Duty to Promote Race Equality; The Equality Act 2010.

We are committed to ensuring that all applicants are treated fairly regardless of race, gender, marital status, disability, age, sexual orientation, religion or belief. We therefore welcome applications from all sections of the community.

To help BCBC monitor our performance, will ask you about your ethnic heritage. This information is confidential and used solely for monitoring purposes. They separate this page on receipt of your application form before YBC considers your application.

Confidential information for a DBS check

This information will only be used to confirm identity and to process a Disclosure and Barring Service (DBS) check.

DBS disclosure certificates are only issued to the applicant; no copies are provided to the employer. However staff are asked to bring in a copy of this certificate which is copied to BCBC's DBS team. The copy kept by the DBS team will be done so in line with legislation and will be shredded once records are updated and the copy should not be retained by the manager.

Ethnicity Data: Pupils

This information is used solely for the purposes of data collection, so that from time to time we can submit accurate statistics to the local education authority (PLASC).

These statistics will not allow individual children to be identified. The information provided will be used to compile local and national statistics on the school careers and experiences of children from different backgrounds, to help ensure that all children have the opportunity to fulfil their potential. The information will not be used for any other purpose.

To be reviewed on a two yearly basis