



**Belong, Believe- Be the best you can be!**

**Our Vision for Tre Uchaf Primary School**

*Everyone belongs to our school family. We encourage all our children to believe in themselves and to be the best they can be! We will nurture, empower and inspire children, value their contributions, and give them every opportunity to shine. We will help them to build confidence, knowledge and a love of learning. Together they will learn today for a better tomorrow!*

**Aims**

***We aim to help our pupils to .....***

- Respect themselves, each other, adults and the environment
- Be confident in the basic skills of speaking, reading, writing and Mathematics
- Know how to find the information they need
- Gain practical skills which will help them in their lives
- Get along well with each other
- Be honest and kind
- Know about and contribute to their local community
- Celebrate the Welsh culture and to use the Welsh language
- Be safe, fit, happy and healthy
- Understand their own feelings and be confident in saying how they feel
- Enjoy new tasks, new people and new places

**Policy Statement**

- We do not discriminate against any pupil or member of staff on the grounds of their sex, ability, race, colour, religion, sexual orientation, nationality, ethnic or national origins.

- We promote the principles of fairness and justice for all through the education that we provide at Tre Uchaf School.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the School.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning.
- We ensure that all recruitment, employment, promotion and training opportunities are fair to all, and provide opportunities for everyone to achieve and improve.
- We challenge stereotyping and prejudice whenever it occurs.
- We celebrate the cultural diversity of our community and show respect for all minority groups.
- We are aware that prejudice and stereotyping is caused by low self-esteem and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

## **Anti-racism**

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the School. We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. Racist incidents are reported to the LA. Rhodri.Jones@swansea.gov.uk
- We endeavour to make our school welcoming to all minority groups. We promote an understanding of different cultures through the topics studied by the children, and we reflect this in the displays of work shown around the school.
- Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups. It embraces and promotes learning about a range of cultural contexts. In our religious education curriculum we focus on a range of world religions. Assembly is used as an opportunity to share aspects of different cultures and beliefs.
- Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have, using a Restorative Practice approach.

## **The Role of Governors**

- The Governing Body has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly and equally.
- The Governing Body seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.
- The Governing Body will, in its annual report, make reference to arrangements for disabled pupils.
- The Governors welcome all applications to join the school, whatever background or disability a child may have.
- The Governing Body ensures that no child is discriminated against whilst in our school on account of their sex, religion or race. So, for example, all children have access to the full range of the curriculum, and regulations regarding school uniform will be applied equally to boys and girls. If a child's religion affects the school uniform, then the school will deal with each case sensitively and with respect for the child's cultural traditions.

#### **4 The Role of the Head teacher**

- It is the Head teacher's role to implement the school's equal opportunities and anti-racist policy, with the support of the governing body
- It is the Head teacher's role to ensure that all staff are aware of the school policy on equal opportunities, and that staff apply these guidelines fairly in all situations.
- The Head teacher ensures that all appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities.
- The Head teacher promotes the principle of equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, for example, in assembly, where respect for other people is a regular theme.
- The Head teacher ensures that respect for diversity, tolerance of one another and a commitment to equality are reflected in the school environment.
- The Head teacher treats all incidents of unfair treatment and any racist incidents with due seriousness.

## The Role of the Staff

- All members of staff ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist or sexist in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.

When designing the Tre Uchaf Curriculum, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's history. In geography topics the teacher attempts to counter stereotypical images of third world countries and to show the true diversity of development in different parts of the world.

- All our staff challenge any incidents of prejudice or racism and address any such incidents using a Restorative approach. They record any serious incidents of prejudice or racism and draw them to the attention of the Head teacher.

Racism the Red Card link:

[https://forms.office.com/pages/responsepage.aspx?id=6tQLtpqHikG6N0bz1gV\\_vdVolBGsZCBIoTyw5O6OkvJUMzQ3Vk5NWIBVRzdEQkc3Mlg0OVkwQ09DRC4u&route=shorturl](https://forms.office.com/pages/responsepage.aspx?id=6tQLtpqHikG6N0bz1gV_vdVolBGsZCBIoTyw5O6OkvJUMzQ3Vk5NWIBVRzdEQkc3Mlg0OVkwQ09DRC4u&route=shorturl)  
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## Monitoring and review

- It is the responsibility of our Governing Body to monitor the effectiveness of this Equal Opportunities policy. The Governing Body does this by:
  - monitoring the progress of pupils of minority groups;
  - monitoring the staff appointment process, so that no-one applying for a post at this school is discriminated against;
  - requiring the Head teacher to report to Governors on the effectiveness of this policy;
  - taking into serious consideration any complaints regarding equal opportunity issues from parents, staff or pupils;

- monitoring the school's behaviour and anti-bullying policies, so those pupils from minority groups are not unfairly treated.

	Name	Signature	Date
Chair of Governors	R Rees		March 2022
Head Teacher	L Davies		March 2022

Review Date	March 2024
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