

Cogan Primary School

Ysgol Gynradd Cogan



Equal Opportunities Policy

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EQUAL OPPORTUNITIES POLICY STATEMENT

STATEMENT OF INTENT

This policy states the school's commitment to equality of opportunity for all its members, staff and pupils. The policy relates to issues of gender, race, religion and special needs, reflecting both equality of opportunity and access in these areas but also through the curriculum entitlement of the school.

Every teacher shall endeavour to further the objective by personally contributing towards a happy and caring environment and by showing respect for, and appreciation of, each other as individuals.

STAFF

This school confirms its opposition to unfair discrimination in employment and commits itself to a policy of equal opportunity. The aim of this policy is to ensure that the recruitment, selection, training and promotion of staff is based solely on the criteria of merit and ability and equal access and that no job applicant or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, domestic circumstances, age, sexuality, disability, trade union activity, political or religious beliefs.

PUPILS

Cogan Primary strives to provide equal opportunities for all pupils irrespective of gender, ethnic origin, race, disability or religious beliefs.

GENDER ISSUES

To ensure that the school's equal opportunities policy is upheld, staff are asked to take note of the following considerations:

1. Gender should not be a deciding factor when sorting children into groups, either in class or outside, eg activity groupings or forming lines in the playground or hall. Positive steps should be taken to ensure that this does not happen.
2. Positive de-stereotyping in organising children's activities should be encouraged, eg girls being doctors as well as nurses, mechanics as well as cooks and vice versa. Teachers should be proactive in ensuring this.

3. When purchasing new reading material, books portraying strong stereotyped roles for girls/boys should be avoided, eg books showing girls in subsidiary or domestic roles only and boys in action and adventure roles. Text books purchased by the school should reflect the school's attitude to equality of opportunity and expectations for boys and girls alike.
4. There should be no 'girls only' activities and 'boys only' activities within the curriculum, eg games lessons. All pupils should have the opportunity to take part in all aspects of school life.
5. In leadership situations both boys and girls should have equal opportunities and be encouraged to take a lead role at times.
6. In teaching and displays ensure that there is no gender stereotyping.
7. As well as activities within the curriculum, it is important that boys and girls have equal opportunities of taking part in extra curricular activities.
8. In giving pupils responsibilities, staff must ensure that gender is not a deciding factor, eg tidying the classroom, taking messages, carrying equipment etc.

RACE ISSUES

The school's equal opportunities policy can only be upheld if parents, governors, staff and pupils are aware that certain strategies and specific objectives will be adhered to so that racial equality is an aspect of school life which is taken for granted.

These strategies include:

1. Teaching and ancillary staff setting an example to the children through positive attitudes to racial issues
2. Engendering through purposeful teaching, a respect for all people regardless of their nationality, appearance or culture
3. Ensuring the availability of a range of resources which reflect the diversity of races and cultures found locally, nationally and internationally.
4. Ensuring that, when opportunities are given to children, decisions made cannot be construed as being influenced by racial issues
5. Actively ensuring that, when displays are formed there is no racial stereotyping

For pupils of ethnic minority backgrounds, it means recognising that they may need language support in the classroom; it also means that account must be taken of the fact that learning is likely to be influenced by their different cultural backgrounds and experiences. Introducing multicultural perspectives into the curriculum is a way of enriching the education of all our pupils – helping them to question prejudice and develop open-mindedness.

This document should be read in conjunction with the school's Policy for Racial Harassment/Racial Equality.

RELIGIOUS ISSUES

Pupils must be confident in the knowledge that they will have equal access to the curriculum and all other aspects of school life no matter what their religious beliefs or convictions.

This will be achieved by:

1. Positive attitudes being shown by staff in the teaching of Religious Education, whereby religions other than Christianity are recognised for their merits. This will be taught through our RE curriculum but will be reinforced through the general ethos of the school.
2. Ensuring that, in school assemblies, religions as well as Christianity are highlighted according to the school policy on RE.
3. Cogan Primary is a 'Values' school and equality is a big part of the values taught in the school.
4. Ensuring that children who are withdrawn from RE lessons for religious reasons are not isolated or set apart as being 'different' but respecting parents wishes to remove their children from certain parts of the RE curriculum and Assemblies.
5. Ensuring that religions other than Christianity are recognised in any RE displays which are set.
6. Ensuring that teaching material and equipment reflect a range of religions.

ADDITIONAL NEEDS

At Cogan Primary all children will have access to the full range of the Curriculum for Wales AoLEs regardless of additional educational needs. Also, all children with Additional Learning Needs (ALN) will be encouraged to take part in other activities, not part of the curriculum.

All ALN children will be working from individual education plans. Some adaptations to mainstream planning will occur at times to meet the individual needs of the children in the Hearing Resource Base.

The Hearing Impaired children in our school will be integrated into mainstream (with support) where it is beneficial to their learning.

NB see school ALN Policy

It will be a purposeful strategy of the teaching in this school to strive for equality in terms of the aspects covered in this policy. The ethos of the school will convey this through the attitudes demonstrated through adult interaction with the children and with one another.



Policy – Equal Opportunities

This is to confirm that the Governing Body of

Cogan Primary School
Ysgol Gynradd Cogan

has accepted the attached policy at the Governing Body meeting held on

February 2026

Signed: K John

Chair of Governing Body

Date: 04/02/26