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POLISI CYFLE CYFARTAL
EQUAL OPPORTUNITY POLICY

Is-banel Polisïau	Corff Llywodraethu
13.05.2011	**27.06.2011**
	22.06.2015

POLISI CYFLE CYFARTAL

Mae gan bob aelod o gymuned Ysgol David Hughes rôl hanfodol bwysig wrth feithrin ethos cynhwysol a sicrhau fod yr ysgol yn cymryd camau i wireddu Cyfle Cyfartal.

Mae gan ein disgyblion yr hawl i fyw mewn cymdeithas sy'n gwerthfawrogi pawb yn gydradd ac yn dathlu eu gwahaniaethau. Mae ganddynt ddyletswydd i ystyried pawb arall yn gydradd hefyd drwy ddangos parch a bod yn sensitif i anghenion unigolion. Mae'r ysgol yn gymuned sy'n dathlu amrywiaeth ac yn herio stereoteipio.

Er mwyn cyflawni hyn felly, ffurfiwyd polisi cyfle cyfartal sy'n sail i lawer o'r penderfyniadau a wneir o fewn yr ysgol.

NOD

1. Sicrhau bod ein disgyblion yn cyrraedd eu llawn botensial ac yn datblygu i fod yn ddinasyddion da.
2. Galluogi datblygiad proffesiynol pob aelod o staff er mwyn iddynt allu cyflawni eu dyletswyddau.
3. Cymryd y camau cadarnhaol angenrheidiol i sicrhau cyfle cyfartal.
4 Creu awyrgylch ac ethos a fydd yn gymorth i gyflawni'r nodau hyn.

AMCANION

Er mwyn cyflawni'r nodau hyn bydd yr amcanion a ganlyn yn cael eu gweithredu:

1. Bod pob cyhoeddiad/gwybodaeth ynglŷn â'r ysgol yn cymryd polisi'r ysgol ynglŷn â chyfle cyfartal i ystyriaeth.
2. Bod pob gohebiaeth i rieni/cyrff cyhoeddus yn yr iaith a'r fformat priodol.
3. Bod yr ysgol yn sicrhau bod y deunyddiau dysgu yn ystyried anghenion y gymuned leol gan gynnwys ei hiaith a'i llenyddiaeth.
4. Bod yr ysgol yn paratoi adnoddau/deunyddiau dysgu a fydd yn cwrdd â gofynion ei pholisi cyfle cyfartal.
5. Bod yr ysgol yn datblygu gwybodaeth a dealltwriaeth o'r hyn a olygir wrth gyfle cyfartal, cyfiawnder a thegwch, gan gynnwys datblygu dealltwriaeth o gyfiawnder cymdeithasol a hawliau dynol gan hyrwyddo gwerthfawrogiad o gyfrifoldeb at eraill. Gwneir hyn mewn nifer o feysydd cwricwlaidd gan gynnwys Cymraeg, Saesneg, Hanes, Cyfarwyddyd Gyrfaoedd, Addysg Grefyddol ac o fewn y rhaglen Addysg Bersonol a Chymdeithasol.
6. Bod yr ysgol yn anelu at gefnogi unrhyw ddisgybl a all fod ag anabledd neu ag anawsterau dysgu neu emosiynol.
7. Bod yr ysgol yn sicrhau bod ei chwricwlwm yn un eang, cytbwys a pherthnasol ac wedi ei wahaniaethu er mwyn cwrdd â gofynion yr holl ddisgyblion y mae'n eu gwasanaethu.
8. Bod gan yr ysgol bolisi hygyrchedd agored, mae hwn wrth gwrs yn dibynnu ar fod lle ar gael.
9. Bod y corff llywodraethol bob amser yn ymwybodol o'i ddyletswyddau ynglŷn â chyfle cyfartal.

10. Bod dulliau gweithredu'r Corff Llywodraethu wrth ymwneud â materion personél yn dilyn y canllawiau a amlinellir ym "Mholisi Cydraddoldeb ac Amrywiaeth 2008" Cyngor Sir Ynys Môn**.** Mae hyn yn cynnwys:-
    - hysbysebu swyddi/recriwtio
    - apwyntio
    - hyfforddiant mewn swydd
    - dyrchafu staff presennol
    - amodau gwaith
11. Bod yr ysgol yn sicrhau bod yr amgylchedd yn adlewyrchu ei pholisi cyfle cyfartal fel na fydd yr un person yn teimlo dan fygythiad beth bynnag fo hil, lliw, rhyw neu anabledd y person hwnnw.
12. Bod pawb a ddaw i mewn i'r ysgol yn derbyn croeso cadarnhaol ar y cyswllt cyntaf.
13. Bod pob cyfarwyddyd ymgynghorol a roddir i ddisgyblion yn ddiduedd o ran hil, rhyw, anabledd neu allu academaidd.
14. Bod unrhyw ddull arall o gefnogi'r amcan yn cael ei ystyried.

EQUAL OPPORTUNITY POLICY

Every member of the Ysgol David Hughes community has a vitally important role in fostering an inclusive ethos and ensuring that the school takes steps towards realising Equal Opportunities.

Our pupils have the right to live in a society that values everyone equally and celebrates their differences. They also have a duty to consider everyone else as equal by showing respect and being sensitive to the needs of individuals. The school is a community which celebrates diversity and challenges stereotyping.

In order to achieve this, therefore, an equal opportunity policy has been formulated and is the basis for many decisions taken within the school.

AIM

1. Ensure that our pupils reach their full potential and develop into good citizens.
2. Enable each member of staff's professional development in order for them to be able to fulfil their duties.
3. Take the necessary positive steps to ensuring equal opportunity.
4. Create an atmosphere and ethos which will be of help in fulfilling these aims.

OBJECTIVES

In order to achieve these aims the following objectives will be put into practice:

1. That all publications/information regarding the school will take into account the schools policy on equal opportunity.
2. That all communications to parents/public bodies will be in the appropriate language and format.
3. That the school will ensure that the teaching materials take into account the needs of the local community including its language and literature.
4. That the school will prepare teaching materials/resources that meet the demands of its equal opportunity policy.
5. That the school develops knowledge and understanding of what is meant by equal opportunities, justice and fairness, including developing an understanding of social justice and human rights, promoting an appreciation of responsibility towards others. This is done in a number of curricular areas including Welsh, English, History, Career Instruction, Religious Education and within the Personal and Social Education programme.
6. That the school will aim to support any pupil who may have a disability or who may have emotional or learning difficulties.
7. That the school will ensure that its curriculum is broad, balanced, relevant and differentiated in order that it meets the demands of all the pupils it serves.
8. That the school has an open access policy, this of course dependent on the availability of room.
9. That the governing body will at all times be made aware of their obligations with regard to equality of opportunity.

10. That the Governing Body, when dealing with personnel matters follows the guidance outlined in the Anglesey County Council "Equality and Diversity Policy 2008".
    This includes:-
    - Post advertisement/recruiting
    - Appointing
    - Inset training
    - Promotion of present staff
    - Conditions of service
11. That the school ensures that the environment reflects its equal opportunities policy so that no person feels under threat whatever that person's race, colour, sex or disability.
12. That all who enter the school will receive a positive welcome from the first point of contact.
13. That all counselling advice given to pupils will be un-biased in term of race, gender, disability or ability.
14. That any other method of supporting the objective will be considered.