



YSGOL MORGAN LLWYD

Polisi Cydraddoldeb

Cafodd y polisi hwn ei gymeradwyo gan Fwrdd Llywodraethu Ysgol Morgan Llwyd.

Cadeirydd Bwrdd Llywodraethu
Ysgol Morgan Llwyd

Adolygiadau

Caiff y polisi hwn ei adolygu bob tair blynedd.

Equality Policy

This policy was approved by the Board of Governors of Ysgol Morgan Llwyd.

*Chair of the Board of Governors
Ysgol Morgan Llwyd*

Reviews

This policy will be reviewed every three years.

Dyddiad Adolygiad <i>Revision Date</i>	Cadeirydd <i>Chair</i>	Llofnod <i>Signature</i>	Dyddiad <i>Date</i>

1 Dyletswyddau Cyfreithiol

- (1) Mae'r ysgol yn croesawu ei dyletswyddau o dan Ddeddf Cydraddoldeb 2010. Yr ydym wedi ymrwymo i:
- ddileu gwahaniaethu, aflonyddu ac erledigaeth anghyfreithlon ac unrhyw ymddygiad arall a waherddir gan y Ddeddf
 - hyrwyddo cyfle cyfartal rhwng pobl â nodweddion gwarchoddedig a phobl hebddynt
 - meithrin perthnasau da rhwng pobl â nodweddion gwarchoddedig a phobl hebddynt.

2 Egwyddorion Arweiniol

Wrth gyflawni ein dyletswyddau cyfreithiol a restrwyd uchod, yr ydym yn cael ein harwain gan dair egwyddor hanfodol:

- (a) Dylai pob disgybl gael cyfleoedd i gyrraedd y safonau uchaf posib ar cymwysterau gorau at gamau nesaf eu bywyd au haddysg.
- (b) Dylai pob disgybl gael ei gynorthwyo i ddatblygu teimlad o hunaniaeth bersonol a diwylliannol sydd yn hyderus ac yn agored i newid, ac sydd yn dderbyngar ac yn barchus tuag at haniaethau eraill.
- (c) Dylai pob disgybl ddatblygu'r wybodaeth, y deall ar sgiliau sydd arnynt eu hangen er mwyn cymryd rhan yng nghymdeithas amlhiliol Cymru, ac yng nghyd-destun ehangach byd rhyngddibynnol.

3 Ystod Gyflawn Polisiau ac Ymarfer yr Ysgol

- (1) Yr ydym yn sicrhau bod yr egwyddorion a restrwyd uchod yn cael eu dilyn yn ystod gyflawn ein polisiau a'n hymarferion, gan gynnwys y rhai hynny sydd yn ymwneud â:
- (a) Chynnydd, cyrhaeddiad ac asesiad disgybl;
 - (b) Ymddygiad, disgyblaeth a gwaharddiadau;
 - (c) Datblygiad personol a gofal bugeiliol disgybl;
 - (d) Addysgu a dysgu;
 - (e) Derbyniadau a phresenoldeb;
 - (f) Cynnwys y cwricwlwm;
 - (g) Recriwtio a datblygiad proffesiynol staff; a
 - (h) Partneriaethau rhieni a chymunedau.

1 Legal Duties

- (1) *The school welcomes its duties under the Equality Act 2010. We are committed to:*
- *Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the 2010 Act;*
 - *Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
 - *Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

2 Leading Principles

By fulfilling our legal duties listed above, we are guided by three essential principles:

- (a) Each pupil should have the opportunity to reach the highest possible standards with the best qualifications to the next stages of their life and education.*
- (b) Each pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and are receptive and respectful towards other instances.*
- (c) Each pupil should develop the knowledge, understand the skills they need to take part in the multi-racial society of Wales, and in the broader interdependent world context.*

3 Full Range of School Policies and Exercise

- (1) *We ensure that the principles listed above are followed in the full range of our policies and practices, including those involved in:*
- (a) Progress, attainment and pupil assessment;*
 - (b) Behavior, discipline and exclusions;*
 - (c) Pupil personal development and pastoral care;*
 - (d) Teaching and learning;*
 - (e) Admissions and attendance;*
 - (f) Curriculum content;*
 - (g) Staff recruitment and professional development; and*
 - (h) Parent and community partnerships.*

4 Mynd i'r Afael Hiliaeth a Senoffobia

Y mae'r ysgol yn erbyn pob ffurf ar hiliaeth a senoffobia, gan gynnwys y ffurfiau hynny sydd yn cael eu cyfeirio tuag at grwpiau a chymunedau crefyddol, er enghraifft, ffobia Islam, ac yn erbyn trafeilwyr, ffoaduriaid a cheiswyr lloches.

4 Tackling Racism and Senophobia

The school is against all forms of racism and senophobia, including those that are directed towards religious groups and communities, for example, Islamia phobia, and against fugitives, refugees and asylum seekers.

5 Cyfrifoldebau

Y mae'r Corff Llywodraethol yn gyfrifol am sicrhau bod yr ysgol yn cydymffurfio deddfwriaeth, a bod y polisi hwn ai weithdrefnau ai strategaethau cysylltiedig yn cael eu rhoi ar waith. Y Prifathro syn gyfrifol am weithredu'r polisi; am sicrhau fod y staff i gyd yn ymwybodol o'u cyfrifoldebau ac y rhoddir iddynt yr hyfforddiant ar gefnogaeth briodol; ac am gymryd camau priodol mewn unrhyw achosion o wahaniaethau anghyfreithlon.

Disgwylir i bob aelod o staff ymdrin ag achosion hiliol a allai godi; i wybod sut i adnabod a herio tuedd ac ystrydebu hiliol a diwyllianol; i gefnogi disgyblion yn eu dosbarth y mae Cymraeg a/neu Saesneg yn iaith ychwanegol iddynt; ac i ymgorffori egwyddorion cydraddoldeb ac amrywiaeth ym mhob agwedd o'u gwaith.

5 Responsibilities

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy or associated procedures or strategies are implemented. The Headteacher is responsible for implementing the policy; to ensure that all staff are aware of their responsibilities and that they are given the training on appropriate support; and for taking appropriate action in any cases of illegal differences.

Every member of staff is expected to deal with racist cases that may arise; know how to identify and challenge racial and cultural trend and stereotyping; to support pupils in their class in which Welsh and/or English are an additional language; and to incorporate the principles of equality and diversity in all aspects of their work.

6 Gwybodaeth ac Adnoddau

Yr ydym yn sicrhau bod cynnwys y polisi hwn yn hysbys i bob aelod o staff ac i'r Llywodraethwyr, a hefyd, fel y bo angen i bobl disgybl a rhiant. Mae pob aelod o'r staff ar Llywodraethwyr yn cael edrych ar ddetholiad o adnoddau, sydd yn trafod ac yn esbonio cysyniadau cydraddoldeb hil ac amrywiaeth ddiwyllianol yn y manylder priodol.

6 Information and Resources

We ensure that the content of this policy is known to all staff and Governors, and also, for every pupil and parent. All staff and Governors are able to look at a selection of resources, which discusses and explains the concepts of race equality and cultural diversity in the appropriate detail.

7 Tor-Polisi

Ymdrinir thorri'r polisi hwn yn yr un ffordd ag yr ymdrinir a thorri polisiâu eraill.

7 Breach of Policy

The breach of this policy will be dealt with in the same way as the breach of other policies.

8 Monitro a Gwerthuso

Yr ydym yn hel, astudio a defnyddio data meintiol ac ansoddol sydd yn ymwneud â gweithredu'r polisi hwn, ac yn gwneud newidiadau fel y bo'n briodol.

8 Monitoring and Evaluation

We capture, study and use quantitative and qualitative data that are involved in implementing this policy, and make changes as appropriate.

9 Atodiadau

Mae Cynllun Cydraddoldeb Strategol a Chynllun gweithredu yn cyd-fynd a'r polisi hwn. Ebostiwyd yr ysgol am gopi.

9. Attachments

This policy is accompanied by A Strategic Equality Plan and a School Action Plan. Please email the school to request a copy.