

St George's C. E. Primary School



Race Equality Policy

Approved by: Head Teacher
Date approved: April 2024
Review Date: April 2026

Vision Statement



Jesus said: 'Love each other as I have loved you'. John 15:12

Our school motto, 'EVERYONE matters, EVERYONE achieves' is at the heart of everything we do and believe.

At St George's Primary School, we aim to prepare the children in our care to become well-rounded members of society on their journey through school life and beyond. We strongly believe that children learn best and can achieve their potential when they are happy and content. We endeavour to provide a safe learning environment with a warm, welcoming atmosphere which creates a sense of belonging amongst the children, the staff, the families and the community. We embrace their individuality and diversity, always encouraging respect and acceptance of each other as equal human beings and celebrating our differences.

We have high expectations of the children and we work hard to support them to become the best that they can be. For our children to flourish, socially and academically, we aim to provide an outstanding education that is both challenging and inclusive. All children are encouraged to embrace the many opportunities and the support school provides, so that they become curious learners who are motivated and resilient with a 'Can do' attitude. Our aim is to provide the children of St George's with countless positive experiences, along with happy lifelong memories, from their time with us. We also have high expectations of attendance. We encourage families to be at school every day and to arrive on time in order to not miss any learning.

Through our supportive and inclusive Christian ethos, we are proud to foster our school values of kindness, respect, friendship, honesty, happiness, perseverance, forgiveness and responsibility, embedding these within everyday life at school. We believe that the emotional health and wellbeing of the whole school community is fundamental to the ongoing success of our school.

We aspire to make our school a place of excellence where we educate, nurture and value everyone; that ALL children will enjoy learning and achieve their potential in the 'St George's Way.'

'Let us always meet each other with a smile, for the smile is the beginning of love.' Mother Teresa.

Rationale

This policy, which complements the Equality Policy, has been developed to enable the school to meet the specific duty to have a Race Equality Policy and to keep that Policy up to date.

Responsibilities

The governing body is responsible: <ul style="list-style-type: none">• for ensuring that the school fulfils its legal responsibilities including those arising from The Equality Act (2010) including the general and specific duties arising from The Equality Act (2010)• with the assistance of the headteacher, for ensuring that the policy and its related procedures and strategies, are implemented.	The governing body will: <ul style="list-style-type: none">• maintain an overview of implementation of the race equality policy and racial equality will be a regular agenda item at governor meetings;• in partnership with school management, will be proactive in promoting racial equality and good race relations and tackling unlawful racial discrimination;• in collaboration with school managers, will encourage, support and enable all pupils and staff to reach their full potential.
The Headteacher, Mrs Sixsmith, is responsible: <ul style="list-style-type: none">• with the governing body, for ensuring that the policy and its related procedures and strategies are implemented;• for ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities;• for taking disciplinary action against staff or pupils who racially discriminate	The Headteacher with the support of SLT will: <ul style="list-style-type: none">• co-ordinate racial equality work;• deal with reported incidents of racism and racial harassment;• ensure compliance with the Race Equality Policy and Equal Opportunities Policy.
Teaching staff are responsible for: <ul style="list-style-type: none">• ensuring that pupils from all racial groups are included in all activities and have full access to the curriculum;• promoting racial equality and diversity through teaching and the relationships they develop with pupils, staff, parents and the wider community.	All staff are aware of: <ul style="list-style-type: none">• how to deal with racist incidents, and how to identify and challenge racial bias and stereotyping;• their duty to promote race equality, promote good race relations and challenge discrimination;• The need to keep themselves up to date with The Equality Act (2010).

Visitors and contractors are responsible for complying with the school's race equality policy.

Aims

The school is committed to:

- promoting racial equality, good race relations and challenging racial discrimination. This is reflected in all school policies, procedures, processes and practices.
- ensuring that it is a place where everyone, irrespective of their race, colour, ethnic or national origin or their citizenship, feels welcome and valued and able to achieve their full potential.
- protecting the rights of all pupils, staff, parents, governors and visitors to the school.
- respecting and valuing differences between people.
- meeting the diverse needs of pupils.
- preparing pupils for life in a multi-ethnic society.
- acknowledging the existence of racism and being proactive in tackling and eliminating racial discrimination.

Implementation

The school will implement the policy:

- through the inclusion of a race equality perspective in the School Improvement/Development Plan and other appropriate strategic plans.
- by ensuring that a concern for race equality underpins every aspect of school life.
- by providing appropriate training for staff and governors.
- by ensuring that the whole school community is aware of, and understands, the need to promote race equality, develop good race relations and challenge discrimination.

Policy planning and review

Policy planning

The school will ensure that:

- questions to assess race equality impact and related targets will be built into school development planning.
- policy evaluations and auditing tools will be used to identify specific targets for action on racial equality issues.
- ethnic monitoring data is used to monitor the attainment and progress of pupils, and to set targets for removing any identified disparities between different groups of pupils.
- ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards, participation in educational visits, residential experiences and other extra-curricular activities, will be used to inform planning and decision making.

Reviewing and evaluating policies

The school will ensure that racial equality issues arising from reviews and evaluations will be used to inform planning and decision-making.

Racism, racial harassment and school ethos

The school:

- opposes all forms of racism, racial prejudice, racial harassment and racial discrimination.

- publicly values and supports diversity through a range of activities including the PSHE and Citizenship curriculum, assemblies and performances.
- caters for the dietary and dress requirements of different religious groups and enables pupils to observe festivals and events relevant to their faith.
- will actively promote good personal and community relations by foster a positive atmosphere of mutual respect and trust among pupils from all racial groups.
- has procedures for dealing with, recording and reporting incidents of racial harassment and bullying that are consistent with LA policies and guidance.
- will ensure that incidents of racial discrimination or racial harassment involving pupils will be dealt with promptly, firmly and consistently and in accordance with the school's disciplinary procedures for pupils, and that action will be taken to support victims.
- will work with the LA and other partners to tackle racism and racial harassment.
- will ensure that all staff will be given appropriate training and support to enable them to deal effectively with racist incidents, racial harassment and bullying.
- will ensure that all pupils, staff and parents are made aware of the procedures for dealing with racism and racial harassment and that such behaviour is always unacceptable.
- will ensure that incidents of racial discrimination or racial harassment involving staff will be dealt with in accordance with the school's discipline and grievance procedures.

Admissions and Attendance

This complements the Admissions and Attendance Policy.

The school will ensure that:

- admissions policy and criteria do not disadvantage pupils from particular racial groups and that action will be taken to remove any inequalities that are identified.
- comprehensive information about the pupils' ethnicity, first language, and religion will be included in all admissions forms.
- the admissions process will be monitored by ethnicity to ensure that it is administered consistently and fairly to all pupils.
- staff who follow up absence are aware of and sensitive to relevant community issues.
- provision will be made for leave of absence for religious observance and this includes staff as well as pupils.
- provision will be made for pupils on extended leave to cover missed work.

Attainment, progress and assessment

The school:

- has high expectations of all pupils and is committed to encouraging and enabling all pupils to achieve the highest standards.
- will ensure that pupil attainment and progress will be monitored by ethnicity and gender and evaluated to identify trends and patterns of underachievement.
- will take action to remove any disparities in performance between different groups of pupils.
- recognises and values all forms of achievement and gives recognition to children who achieve their full potential.
- will monitor assessments to ensure that they are, as far as possible, free of cultural or linguistic bias.
- will ensure that all pupils are appropriately supported in assessments and that particular attention will be paid to identifying and meeting any support needs for groups that are

particularly disadvantaged (e.g. Travellers, refugees and asylum seekers, pupils for whom English is an Additional Language).

Behaviour, discipline and exclusions

This complements the Behaviour Policy.

The school will:

- monitor exclusions by ethnicity;
- take appropriate action to remove any disparities in rates of exclusion between pupils from different racial groups;
- recognise and considers that cultural background may affect behaviour.

Curriculum

The school will ensure that:

- the curriculum is planned to incorporate the principles of racial equality, challenging racism and promote positive attitudes towards diversity.
- all pupils have access to the curriculum.
- resources and displays portray positive images of different people and cultures.
- extra-curricular activities and events will cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

Staff recruitment and professional development

- All staff are encouraged to develop and achieve their full potential.
- That the school has procedures to ensure that applicants for jobs, promotion or professional development opportunities are not discriminated against on racial grounds.
- All those involved in recruitment and selection will be trained and aware of what they should do to avoid racial discrimination.
- Applications for posts will be monitored by ethnicity and that the information will be supplied to the LA on an annual basis.
- Professional development opportunities and promotions will be monitored the ethnicity.

Breaches of this policy by staff or governors will be dealt with in accordance with the school's discipline and grievance procedures.

Partnerships with parents and communities

- All parents are encouraged to participate at all levels in the full life of the school and steps are taken to encourage the involvement of under-represented groups.
- Information and material for parents is accessible in user friendly language and will be available upon request in languages and formats other than English as appropriate.

This policy will be updated every 2 years.

Links to other policies

Equality Policy

Equality Plan and Objectives

Dealing with Racist Incidents