

**ST. ANDREW'S C. OF E. PRIMARY SCHOOL**



**RACE EQUALITY POLICY**

## **Race Equality Policy**

At St. Andrew's C of E Primary School we aim to create an environment that reflects our Christian beliefs and strive to value everyone equally through our teaching, our curriculum and our relationships.

We are committed to promoting:

- **the fulfilment of potential**

The community is enriched by the diversity of abilities, age, culture, gender, race and social origins. We believe that all must be given every opportunity to develop their talents to the full.

- **the uniqueness of the individual**

Every person is a unique individual. We are committed to treat every person equally with respect and dignity.

- **the importance of heritage**

We recognise that it is important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

- **the education of all**

All have a right to access an education and we constantly look for ways to ensure this.

- **moral principles**

We aim for social and racial justice and harmony based upon our Christian values.

Consequently, we will strive to ensure that:

- staff and adult volunteers and governors are made fully aware of our aims and objectives and required to support them;
- both children and parents are fully aware of our aims and objectives and undertake to support them;
- all our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.
- we take positive steps to examine our policies and practice and to change them where necessary.

## **Race Context of St. Andrew's C of E School**

St. Andrew's C of E Primary School is situated in the London Borough of Hillingdon and is part of the London Diocese. It is a one form entry school. Children are drawn from a wide geographical area including local forces family accommodation. The Admissions criteria is largely based upon a commitment to faith, primarily the Christian faith. Children are drawn from a wide background of socio-economic groups. The ethnic origins of the pupils is growing in diversity but is less diverse than other schools in the immediate vicinity. The school does have a small percentage of children whose first language is not English.

## **Introduction**

The Race Relations (Amendment) Act 2000 places a duty on schools to:

- Promote racial equality of opportunity
- Promote good race relations between persons of different racial groups
- Eliminate unlawful racial discrimination

We will use known best practice from the Commission for Racial Equality (CRE) documents, Advice from the London Diocesan Board from Schools and experiences of our staff and parents to actively promote race equality and good race relations across all areas of school life.

This will include:

- assessment of pupil progress and attainment
- pupil behaviour, discipline and exclusions
- personal and social education and pastoral care
- teaching and learning
- admissions and attendance
- curriculum content
- staff recruitment, promotion and professional development
- communication with parents and the local community

We will ensure we do not inadvertently discriminate. We will achieve this by monitoring and reviewing our practice, planning opportunities within the curriculum for promoting good race relations and by dealing with racist incidents effectively. We will implement our strategies to support all children, parents and staff in accordance with known best practice. Local Borough procedures for investigating and reporting incidents will be followed. Any incidents that occur will be reported in the Head Teacher's Report at the Full Governing Body Meeting.

We have an expectation that all members of the school community will be committed to this policy. Visitors to the school will be expected to comply with it.

We accept responsibility for ensuring that this policy is implemented in every aspect of school life.

If there is a breach of the policy, the school will take appropriate action.

Monitoring will take place formally by evaluation of ethnic group and by evaluation by parents and pupils of school practice.

## **Specific Responsibilities of Members of the School Community**

### **The Governing Body is responsible for:**

- ensuring that the school complies with Race Relations legislation
- ensuring that the policy and its procedures are followed

### **The Head Teacher is responsible for:**

- making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- making sure the race equality policy and its procedures are managed;
- producing regular information for staff and governors about the policy and how it is working;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of racial harassment and racial discrimination. (See Behaviour Policy and Anti-Bullying Policy).
- dealing with reports of racist incidents

### **The Deputy Head Teacher is responsible for:**

- participating in and arranging appropriate professional development activities
- co-ordinating activities to ensure the implementation of this policy.
- arranging training and support for governors and staff, and being responsible for the monitoring and assessment of this training.

### **All staff are responsible for:**

- addressing racial incidents that are reported to them following agreed procedures (See Behaviour and Anti-bullying policies)
- dealing with racial incidents and being able to recognise and tackle racial bias and stereotyping
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

### **Parents will:**

- be made aware of the school policy through the home school agreement and school website.

### **Pupils will:**

- be made aware of the principles of this policy through assemblies and Personal, Social and Health, Citizenship Education programmes
- be expected to comply with school policy

## **Monitoring and Evaluation**

Under the specific duties of the Act, we have a responsibility to assess and monitor the effects of this policy on pupils, parents, guardians and staff from different racial groups. This will be incorporated into the School Development Plan. It is likely that the following will be considered:

- incorporate race equality targets into our school development plan
- survey the views of members of our school community
- set targets for improvement in identified areas
- evaluate all policies and procedures for their effectiveness in eliminating racial discrimination, promoting racial equality and good race relations
- ensure that this policy impacts on all other relevant policies and evaluate this impact
- use evidence from evaluations of policies and procedures to inform future planning
- make relevant information available to all members of the school community
- inform all members of the school community of action taken and progress made in the implementation of the policy
- assess the impact of the implementation of the policy
- identify key areas for future action planning