

# St. Maxentius CE Primary School



## Race Equality Policy

This Policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors

### What kind of School are we?

#### **Mission Statement**

At St. Maxentius, we are a strong community, based on Christian beliefs, values and an understanding of the awe and wonder of God, His world and His love. We work together to provide an environment where everyone is happy, confident, secure and achieving. We strive to empower all to reach their potential in a loving, respectful, creative environment.

#### Aims

- ☺ To provide an environment that is underpinned by Christian values, where loving care, achievement and enjoyment are integral to school life.
- ☺ To encourage and inspire all to excel in different ways, depending on their ability and aptitudes
- ☺ To foster strong and productive relationships with parents, the Church and the wider community.
- ☺ To recognise everyone's special qualities and encourage mutual respect for each other
- ☺ To provide opportunities for all individuals to develop skills and attributes in readiness for the future
- ☺ To encourage an understanding and empathy for others in the local, national and world wide community

St. Maxentius School is a Church of England Primary School which serves the local area. As a Church of England School, we have adopted the principles set out in the Dearing Report which emphasises the inclusivity of Church of England Schools and the commitment of such schools to including pupils, Governors and staff from all denominational and ethnic backgrounds.

This policy has been prepared in response to the Race Relations amendment Act 2000.

St. Maxentius Primary School has currently few ethnic minority heritage children in school, however we recognise the need to prepare all our children for life in a diverse society and develop an effective race equality policy and practices. We recognise the need to take into account the ever-changing nature of our world and therefore our clientele and proactively be prepared for those changes.

#### Aims of the race equality policy

Our Race equality policy builds upon the mission statement, core values and ethos of the whole school community. We recognise our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy will be an integral part of our school life.

#### Leadership, Management and Governance

The governing body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on pupils' attitudes to race equality and cultural diversity. The governors will develop their knowledge and understanding of race equality.

It will be the responsibility of the Headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The Headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All members of staff have a responsibility for ensuring that the policy is implemented fully.

Currently the Headteacher is the member of the senior management team with designated responsibility for race equality. Responsibilities will include the monitoring and reporting of racist incidents to the governing body and the LA. All staff have a responsibility in promoting race equality. The effectiveness of our policies will be judged by how successfully they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

#### How the school will fulfill its commitment to race equality?

The School will fulfill its commitment to race equality by :

##### Ethos

- valuing diversity, and by actively promoting good interpersonal and community relationships
- promoting an atmosphere of mutual respect and trust among all members of the school community
- ensuring that all staff, pupils and parents are treated with respect and dignity

##### Dealing with racism/racial harassment

- dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the LA. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of co-operation in a lesson due to the ethnicity of a pupil. Any adult witnessing an incident or being informed about an incident must follow the agreed procedures set by Bolton LA.

##### Curriculum/teaching and learning

- ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity
- ensuring access to the curriculum for all pupils to meet their individual needs
- ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes
- creating learning environments where all pupils can contribute fully and feel valued
- ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity

##### Achievement/attainment/assessment/progress

- having procedures to monitor attainment and achievement in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.

##### Attendance

- monitoring pupil attendance and by using the data to develop strategies to address poor attendance.

##### Behaviour/discipline/exclusion

- monitoring pupil behaviour and exclusions and by using the data to ensure that procedures are applied fairly and equitably to all pupils

##### Staff recruitment and career development

- evaluating employment practices and by reporting to the LEA to allow it to fulfill its specific duty under the Act.

##### Community/parental consultation

- working in partnership with parents and the community to develop positive attitudes to racial diversity

##### Membership of the Governing Body

- striving to ensure that membership of the governing body reflects the community it serves

##### Professional development of all staff

- ensuring equality of access to professional development and training for all staff.

### Implementation

The school's development/improvement planning process will be the main vehicle for implementing the policy is as follows :

- disseminating the policy
- Building race equality impact questions into all policy and planning processes
- Developing a training strategy for all staff and Governors

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by reporting regularly to the Governors

Any data published will make it impossible in any way to identify an individual.