



# Race Equality Policy

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Revised			
Author/Owner	Personnel Committee		

## 1. Background

St Thomas Primary School is a community primary school situated in the City of Exeter. The school is designated 200 children on roll aged between 5 and 10 years of age. A very small number of the children are recorded from minority ethnic backgrounds, some of whom, from time to time, have English as an Additional Language.

## 2. Aims and Values

St Thomas Primary School welcomes its duties under the Race Relations (Amendment) Act 2000. These duties reflect our core aims and values.

- create a positive atmosphere where everyone feels proud to contribute and work together in making our school a happy and safe place;
- ensure that every child receives the best possible start to school life by providing broad and balanced teaching and learning opportunities
- support individuals in being responsible for their own actions, to learn acceptable behaviour and understand right from wrong;
- encourage individuals to respect and value other points of view in preparation for living in an ever-changing society;
- deliver the best possible education through inspiring and challenging every individual's potential to feel motivated in achieving their best
- recognising that we work in partnership with parents and others, to encourage the excitement of continued lifelong learning;
- identify and celebrate every individual's strengths so that they are confident in building on their achievements and sharing them with others.

In addition, we are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful racial discrimination

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

- every child should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
- every child should be helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities
- every child should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

### **3. Leadership and Management**

#### **3.1 Commitments**

St Thomas Primary School is committed to:

- promoting good race relations, equal opportunities and tackling unlawful racial discrimination
- encouraging, supporting and helping all children and staff to reach their potential
- ensuring appropriate support for isolated and potentially marginalised children of different racial, cultural and religious groups, including Asylum Seekers, Refugees, Gypsies and other Travellers
- working with parents and guardians, and with the wider community, to challenge and eliminate racial discrimination and to follow and promote good practice.
- creating an environment which respects and values cultural, linguistic and religious differences

#### **3.2 Responsibilities**

All members of the school community have a responsibility to comply with this policy and its procedures and behave in a manner which respects and values racial, cultural and linguistic diversity.

- The Governing Body is responsible for ensuring that:
  - the school fulfils its legal responsibilities and
  - this policy and its related procedures and strategies are implemented, monitored and reviewed.
- The Headteacher is responsible for ensuring that:
  - this policy is communicated and made readily available to staff, parents and guardians
  - the policy is implemented
  - staff are aware of their responsibilities,
  - staff are given appropriate training and support

- appropriate action is taken in any cases of unlawful discrimination
- there is a member of staff responsible for co-ordinating work on racial equality and dealing with reported incidents of racism.
- All staff are expected to:
  - deal with racist incidents that may occur
  - be able to recognise and tackle racial bias and stereotyping
  - promote equal opportunities and good race relations
  - incorporate principles of race equality and diversity into all aspects of their work
  - provide appropriate support to children in their class for whom English is an Additional Language.

#### **4. Policy, planning and review**

We will ensure that the principles and procedures listed above apply to the full range of our policies and practices, including those that are concerned with:

- children's progress, attainment and assessment
- behaviour, discipline and exclusions
- children's personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

We will promote equality and challenge racism in a wide range of ways including:

- developing opportunities to celebrate the richness and diversity of different cultures
- dealing with issues of prejudice through assemblies and Personal, Social and Health Education
- celebrating the children's achievement
- challenging inappropriate racist comments throughout the school
- reporting all racist incidents
- eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible

## 5. Implementing the policy

We will:

- provide professional development and in-service training for teaching staff and support staff and training for the governing body, as appropriate
- identify resources to meet the needs of staff, governors and children in appropriate ways
- investigate the means by which the school's policy and procedures are made known to staff and governors and also, as appropriate, to children, parents, carers and guardians.

In addition the school will:

- monitor racist incidents, take appropriate preventative action and provide support, and report such incidents to the Local Education Authority using form R110. *NOTE: Form R110 is the recommended LEA report form for racist incidents. Devon and Exeter Race Equality Council provide specialist training, advice and support and may be contacted on 01392 422566. Additional local resources and contacts are included on the Devon Curriculum Services website*
- review this policy every three years.

## 6. Breaches of the policy

All racist incidents will be regarded as a serious matter. Sanctions for children will be set out in the school's behaviour policy. Any example of racism by a member of staff will be treated as a serious disciplinary matter and dealt with in accordance with the school's personnel procedures.

## 7. Further Information

The CRE document "Learning for All" is recommended and provides a means by which audits may be carried out on [www.devon.gov.uk/dcs/perseduc](http://www.devon.gov.uk/dcs/perseduc)

## 8. Document History

v2	Revised and Approved by Personnel Committee, 17 <sup>th</sup> May 2007
v1.1	Updated by Clerk to Governors, 10 <sup>th</sup> May 2007
v1	DMP, 3 <sup>rd</sup> September 2003
v0	Based on Devon Model REP, dated 29 <sup>th</sup> September 2002