

St Thomas' (Halliwell) CE School



Race and Equality Policy

October 2025
To be reviewed October 2026

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**Bolton
Council**



St Thomas' (Halliwell) CE School Race and Equality Policy

OVERVIEW

The ethos of this school will reflect the richness of different races and cultural backgrounds that make up the rich cultural heritage of England within the United Kingdom. These differences are valued for the contribution they make to the wonderful diversity within our country. Our aim is to establish a harmonious society where community cohesion is underpinned by mutual respect and good relationships. We believe that everyone in our school is of equal value and, as such, has equal opportunities in school, the community and life. To enable each and every learner to gain maximum benefit from their education the school will ensure that all are treated equally and given equal opportunity, regardless of sex, disability, age, sexual orientation, race, religious beliefs or cultural background. We believe that racial equality is not just about treating everybody the same, but meeting individual needs and appreciating their strengths and the contribution they make to our school community as a whole.

OBJECTIVES

- To tackle racial discrimination and to promote equality of opportunity and good race relations across all areas of school activity, with regard to the Statutory Code of Practice on the duty to promote race equality.
- To challenge extremist views of any kind that impact negatively on our school ethos and ensure all members of our community are mindful to be aware of associated behaviours.
- To ensure that everyone at our school (staff, children, parents and carers, contractors and visitors) is afforded the basic rights of freedom and access to opportunity including freedom from all forms of harassment or bullying.
- To ensure that active encouragement is given to all, in order to enable them to fully develop talents and personal skills for co-operative interaction and academic excellence.
- To regard all our pupils as being of equal value and to ensure that the needs of all pupils are identified and met, and that pupils are able to achieve their full potential, helping to raise standards across our school.
- To take direct action to remove inequalities between racial groups in their levels of achievement and their experience of disciplinary measures (such as exclusions).
- To challenge, in a positive way, any form of racial prejudice, whether overt or covert, which contradicts our schools' equal opportunities and racial equality policies and codes of conduct.
- To foster self-esteem and respect for each person as an individual and to create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, challenge and prevent racism and discrimination, and encourage good relations between people of different racial groups.
- To prepare pupils to be good citizens, living and working in a multi-ethnic society and to take up the responsibility of participation, and to treat all others as we would wish to be treated. The PHSCE scheme of work and the School Council will play key roles in achieving this objective.
- To create and retain a workforce that is valued for their diverse contributions and represents different perspectives, ethnic backgrounds, experience and skills. To achieve this, our school will maintain strong community and parental links and Governors will give support to our school and all its stakeholders, to ensure an effective educational delivery.
- All pupils should be encouraged to value their own cultural heritage and the culture and lifestyles of others, and to show respect for themselves and others while at the same time finding common ground to talk to one another and valuing living together in a community.

- The provision of genuine equality of opportunity must be inherent in the education our school offers. The (5-11) curriculum opportunities will be open to all. Our school will challenge any gender stereotyping, which leads to constraints on the development of pupils' abilities and aspirations and will include the opportunity to study multi-cultural issues as an intrinsic part of all programmes and teaching.
- Our school will demonstrate the unacceptability of attitudes, incidents, taunts or remarks that give offence, intimidate, devalue another's view or opinion, or undermine another's self-esteem. More specifically this means the following codes of practice for Governors and staff, pupils, parents and carers, visitors and contract staff

STRATEGIES

1. The school will monitor, evaluate and review its all its practices and procedures to ensure all learners have equal rights, equal opportunities and equal access to an excellent education.
2. Teaching and learning materials will be regularly monitored to ensure that they reflect our rich British culture, its history, and its heritage and our rich cultural diversity.
3. Schemes of work will ensure that teaching and learning promote community cohesion.
4. Staff training and INSET provision take account of this policy.
5. All staff will be expected to contribute to the aims of this policy in their day-to-day work.
6. The school aims, publications, assemblies, worship, curriculum and pastoral structure will promote an ethos that values and respects all learners.
7. Regardless of racial origins, religious beliefs or cultural background, all learners will be encouraged and supported to take a full and active role in school life, including the full range of extra curricular activities.
8. EAL teachers work with groups of children in school who are bi-lingual speakers and who may benefit from extra support using their first language.
9. EAL staff are available to carry out house visits to ensure non-English speaking parents have full communication and understanding of issues surrounding school.
10. If racial harassment occurs between pupils i.e. intimidating threats, oral, physical or written insults surrounding a pupil's race/culture, this will be dealt with immediately and entered on CPOMS (Child Protection Online Monitoring System). The parents of the children involved will be notified. This will be monitored and reviewed regularly.
11. There is an informal system where parents are willing to translate for other parents, this ensures good school/home communication. Parents also consult with EAL staff who each week will translate curriculum letter, discuss important info etc for them.
12. EAL parent workshops are organised to help parents support their children at home in English, Mathematics and Computing.

Governors and Staff will:

- Treat each other and all pupils with the upmost respect
- Consider the ideas and images in books and other resources, challenge negative images and give all pupils positive images
- Ensure displays, notices, meals and uniform in our school are considerate of our diverse school population
- Make every effort to understand the origins and nature of racism and sexism and to recognise their own prejudice
- Value the fact that many pupils are bi-lingual and will encourage the teaching or use of community languages
- Develop positive links with parents and carers and communities from which our pupils belong

- Prevent and deal with discriminatory behaviour, abuse, bullying and intimidation recognising that we have a collective responsibility towards prevention
- Support victims of discriminatory incidents, on or off the premises
- Appoint and promote staff in accordance with our School's Equal Opportunities Policy

Pupils will:

- Be valued for themselves and can expect to have their culture and language treated positively
- Be given the opportunity in the classroom to discuss and understand racism, sexism and other forms of prejudice
- Be able to contribute to the school improvement and development, through School Council
- Feel able to talk to a member of staff if they have been abused racially or bullied and expect to be listened to and have their complaints investigated
- Talk to the Head Teacher if they feel their complaint has not been properly dealt with
- Receive support if they have suffered racist or sexist behaviour, abuse, bullying or intimidation (anyone who has committed such offences will be appropriately dealt with and parents or carers will be contacted by the Head teacher)
- Treat each other and staff with respect

Parents, Carers and Visitors

- The support of parents and carers is very important to our school and, in particular, they have much to contribute to our equal opportunities policies; their views are welcome and valued at all times.
- Our school will discuss with parents and carers any incidents of racist or sexist abuse or bullying in which their sons or daughters have been involved.
- If parents or carers are aware of incidents of racism, sexism or bullying then they should contact their child's teacher or a member of senior staff.

Implementation

- Our Home/school agreement outlines our code of practice in terms of the rights and responsibilities of everyone in our school.
- All subject teaching programmes of study will take into account the objectives and guidelines of this policy.
- Information will be collected in the following areas to analyse trends that could have an adverse effect on the school:
 - Pupils' performance and progress
 - Admissions and transfer procedures
 - Deployment of support staff (SEN & bi-lingual)
 - Curriculum, teaching and learning (including language and cultural needs)
 - Pupil behaviour, discipline, punishment and reward
 - Exclusions (fixed and permanent)
 - Racism, racial harassment and bullying
 - Extremist views of any kind
 - Staff recruitment and career development
 - Membership of the Governing Body
 - Parental involvement and attendance at meetings

Evaluation (Monitoring and Assessment)

- This policy is to be monitored by the School Effectiveness committee

- Evidence will be sought to confirm that the policy is promoted effectively to all stakeholders, ensuring that staff, pupils and parents and carers understand and meet their responsibilities.
- This policy statement will continue to be discussed with pupils, parents, carers, staff and Governors.
- The policy statement will be reviewed annually.

OUTCOMES

- This policy will make a key contribution to the school's positive ethos. The head teacher and Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies especially the Equal Opportunities Policy and Behaviour Policy.

Revised and adopted by the Governing Body October 2018