



Race Equality Policy

Responsible Person	Mrs L Stinchon
Date Created	September 2022
Date to be Reviewed	September 2023

What kind of school are we?

We are situated in a rural location. Staff at Trawden Forest Primary School are committed to maintaining high standards and providing all the children in our care with equal opportunities. There is an Equality Policy and a statement of our belief in equality made in our other policies.

Every opportunity during the school day is taken to encourage and promote race relations. This extends from the teaching of multi-cultural beliefs to our regard for one another in Circle Time, and exploration of our ideas in school council. In these areas as in all our teaching whenever possible the promotion of good race relations is undertaken. Our Behaviour Policy includes guidance on reporting of racist incidents.

All our aims promote the ideal of racial equality and access to the best possible education for all our pupils.

Aims of the race equality policy

Our race equality policy builds upon the 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

We define the responsibilities of all members of the school community below:

- 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 so that staff/pupils attitudes/practices in Race Equality are developed. The governors will develop their knowledge and understanding of Race Equality.
- It is 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 staff have a responsibility for ensuring that the policy is implemented fully. The headteacher is the member of the senior leadership team with designated responsibility for race equality. Responsibilities will include the recording, monitoring and reporting of racist incidents to the governing body.
- The governors expect that all staff will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.
- Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

The school will fulfil its commitment to Race Equality:

Ethos

- By valuing diversity and by actively promoting good inter-personal and community relationships.
- By promoting an atmosphere of mutual respect and trust among all members of the school community.

- By ensuring that all staff, pupils and parents are treated with respect and dignity.

Racism/racial harassment

- By 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 Governing Body.

Curriculum/teaching and learning

- By ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.
- By learning environments where all pupils can contribute fully and feel valued.
- By ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

Achievement/attainment/assessment/progress

- By having procedures to monitor attainment and achievement by being mindful of protecting the confidentiality of individual pupils in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils. *

Attendance

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

Behaviour/discipline/exclusion

- By monitoring pupil behaviour and exclusions by all pupils and by using the data to ensure that procedures are applied fairly and equitably to all pupils. *
- We will monitor by racial group where appropriate being mindful of protecting the confidentiality of individual pupils.

Staff recruitment and career development

- By monitoring and evaluating employment practices.
- Reference can be made to Lancashire's Guidelines on Recruitment, Selection and Interviewing.

Community/parental consultation

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

Membership of the governing body

- By striving to ensure that membership of the governing body reflects the community it serves.
- Professional development of all staff.
- By ensuring equality of access to professional development and training for all staff.