



**ST THOMAS**  
CE (VC) PRIMARY SCHOOL

**RACE EQUALITY POLICY**

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

St Thomas Primary School is school which values the contribution of all members of the school community. The school serves a diverse mix of cultures which are valued and celebrated. This is encapsulated in our mission statement.

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 and is reflected in the ethos of the whole school community.

**Aims**

In our school we aim to:

- promote racial equality across the whole school community
- celebrate the diversity that exists within our school and the wider community
- implement a “zero tolerance” approach towards racism
- promote an inclusive curriculum which reflects the diversity of our society

**Responsibilities**

**ALL STAFF**

- To be aware of the contents of this policy.
- To ensure that all incidents of a racist nature are reported to the Headteacher and recorded on the Local Authority pro forma.
- To ensure the policy is implemented fully.
- To support the school in celebrating diversity.
- To promote racial equality through teaching and learning, the curriculum and pastoral care and guidance in order to ensure that all groups have the opportunity to reach their full potential.
- To recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom

**THE HEADTEACHER**

- To ensure that all staff are aware of, understand and uphold the policy.
- To ensure that all staff have access to appropriate training and development with regard to the policy.
- To ensure that all visitors and contractors are aware of and adhere to the policy.
- To undertake appropriate action if the policy is not adhered to.

## THE GOVERNING BODY

- To promote equality of opportunity, good race relations and eliminate unlawful racial discrimination.
- To monitor the implementation of this policy and its related procedures and strategies.
- To ensure that all our current policies are assessed for their impact on different racial groups

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.

### **Fulfilling our commitment to racial equality**

The school fulfils its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships. The school promotes an atmosphere of mutual respect and trust among all members of the school community. The school fulfils its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.

Racist incidents, harassment and bullying are dealt with firmly, consistently and effectively. Such incidents are recorded, investigated and reported to the Local Authority.

### **Curriculum/teaching and learning**

The school fulfils its commitment to race equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity. The curriculum is carefully tailored to individual needs to ensure all pupils have access. Planning and delivery of the curriculum takes account of racial and cultural diversity and the need to challenge stereotypes. Teachers strive to create learning environments where all pupils can contribute fully and feel valued. There are a range of resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

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

There are developed systems in school to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns. The school strives to maintain equally high expectations of all pupils and uses resources appropriately to allocate support to those groups whom may need it.

### **Attendance**

Pupil attendance is monitored by racial group and by using the data to implement strategies to address poor attendance.

### **Behaviour/discipline/exclusion**

Pupil behaviour and exclusions are monitored by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

### **Staff recruitment and career development**

Recruitment and selection is carried out in line with Kirklees Local Authority Guidance. A commitment to equal opportunities is an "A" criterion in all personnel specifications.

### **Community/parental consultation**

The school fulfils its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity. Events such as Diversity Mornings and assemblies, to which parents and community members are invited, help us to enhance this aspect of our work.