



Racial Equality Policy

for

**Canon Popham Church of England (VA)
Primary & Nursery School**

**Working Together
We Learn and Grow**

PERSON RESPONSIBLE FOR POLICY:	Mrs A. Navas
APPROVED:	DATE: 14 July 2017
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TO BE REVIEWED	July 2018

CONTENTS	PAGE
Vision Statement	3
Introduction	3
Aims of the Policy	3
Roles & Responsibilities	3
Governing Body & The Headteacher	3
Staff	3
Parents & Carers	4
Pupils	4
Curriculum, Extra Curricular Activities, Teaching & Assessment	4
Admissions, Attendance, Discipline & Exclusion	4
Pupils' Personal Development, Attainment & Progress	4

Vision Statement

Our vision is to work together as a Christian community to nurture our children within a happy, stimulating and caring school.

A place where:

- *Christian values are at our heart: endurance, compassion, thankfulness, forgiveness, justice and hope*
- *Everyone is unique and welcome*
- *We respect and care for everyone and everything around us*
- *High standards are expected and achievements celebrated so that everyone is able to reach their full potential*
- *Self-esteem and confidence are nurtured on a journey of self-discovery*

Everyone Matters!

Introduction

This policy has been collated to meet the schools statutory duty under the Race Relations Amendment Act 2000. The Act sets out general and more specific duties.

- The general duty requires us to have due regard to the need to:
- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

The specific duty requires us to:

- Prepare a written policy on racial equality
- Assess the impact of our policies, including this policy, on pupils, staff and parents.
- Examine how our policies affect pupils, staff and parents from different racial groups.
- Monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

Aims of the Policy

Our aim is to provide high quality education for all the children in the school and this policy supports that aim. Our ethos is one of inclusion and we aim to respect, encourage, support and enable all pupils and staff to reach their full potential. This policy should be read in conjunction with the schools' *Inclusion Policy*, which gives further guidance.

Roles and Responsibilities

The Governing Body and the Head Teacher

- It is their responsibility to ensure that this policy complies with race relation legislation.
- They will take the appropriate action in cases of racial discrimination. Advice will be sought from outside agencies where necessary and appropriate.
- Ensure all visitors and contractors are made aware of, and are expected to comply with, the school's Race Equality Policy.

Staff

- It is the responsibility of all staff to support and help implement this policy.
- All staff should promote good race relations across our school.
- If staff need training to help them challenge stereotypes and identify incidents of racism that training will be provided.
- All racist incidents should be reported to the Headteacher (or the Deputy in the Headteacher's absence) at the earliest opportunity.
- Should support pupils in any reporting of racial abuse/discrimination.

Parents & Carers

- Racist incidents at the school are very rare. When they do occur parents are expected to support the school and re-enforce at home that racism is not acceptable under any circumstances.

Pupils

- Should understand that racism is not acceptable.
- Should feel confident enough to report any incidents of racism either directed at themselves or their peers.

Curriculum, Extra Curricular Activities, Teaching & Assessment

At Canon Popham CofE (VA) Primary & Nursery School we aim to:

- Celebrate racial and cultural diversity through the curriculum. Resources and displays around the school will reflect the experience and backgrounds of pupils and show the children cultures beyond their own experience.
- Ensure that the criteria used for allocating pupils to classes, groups and activities are fair and equitable for children from all ethnic groups.
- Ensure that assessment methods are free from any bias.
- Tracking data is used to identify and support all children from underperforming groups regardless of race or gender.
- Make sure extra-curricular activities are open to all students who self-select by aptitude, ability and personal preference.

Admissions, Attendance, Discipline & Exclusion

At Canon Popham CofE (VA) Primary & Nursery School we:

- Monitor attendance closely and the data is used to address any poor attendance.
- Support children in their religious observance.
- Make sure that the admissions procedure is fair to all pupils from all ethnic groups.
- Have fair procedures for behaviour management that are applied equally to all children irrespective of ethnicity.

Pupils' Personal Development, Attainment & Progress

- At Canon Popham CofE (VA) Primary & Nursery School we take opportunities to recognise, value and celebrate all forms of achievement regardless of gender, disability, religion or ethnicity.
- When racist incidents do arise these are dealt with on a case-by-case basis and the appropriate response is made, e.g. through class assemblies and circle times.