

## St James CE Primary School

# Race Equality Policy

### Aims

As a church school we seek to promote Christian values and understanding, ensuring that these values permeate the life of the school. The school's ethos of love and care and its commitment to justice are the foundation of its aims in educating the whole school community to make its proper contribution to society. We aim to create an environment in which each person, child and adult, can feel uniquely valued and in which diversity is celebrated.

### Values

St James CE Primary School;

- is opposed to all forms of racism which seek to disadvantage persons on the grounds of colour, culture, faith or ethnic origin;
- will continue to re-appraise and develop its organisation and curriculum in order to create an ethos that meets the needs of all its pupils and so provide the best possible environment in which they may achieve their full potential, spiritually, morally, socially, intellectually, emotionally, and physically;
- will not tolerate racist behaviour such as name calling, stereotyping of all ethnic groups, insulting remarks, offensive graffiti, undue pressure on individuals and bullying;
- will not use literature that is racially biased and dependent upon stereotypes, nor will it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols;
- will take immediate and positive action against any racist offences whoever may be the perpetrator. Those responsible will be made aware of the school's opposition to racism and reasons will be given and sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome;
- will create an environment in which racial, cultural and religious diversity is understood, appreciated and celebrated.

## **Responsibilities for implementing the policy**

- The Governing Body will ensure that the school complies with its duty under the Race Relations Act 1976, the Race Relations (Amendment) Act 2000 and the EC Race Directive and Regulations 2003. These relate to Direct racial discrimination, Indirect racial discrimination, On grounds of colour or nationality, On grounds of race, ethnic or national origin. They are concerned with victimisation and harassment. Also that the school's policies and related strategies and procedures are implemented.
- The Headteacher is responsible for implementation of the policy and ensuring all staff are aware of their responsibilities and given training and support.
- The Headteacher has specific responsibility for co-ordinating racial equality across the school and for dealing with specific racist incidents.
- All staff are responsible for dealing with racist incidents, challenging racial bias and stereotyping, promoting racial equality and keeping up-to-date with race relations legislation.
- Visitors and contractors will be made aware of their responsibility to comply with the school's policy.

## **Policy planning and review**

The school will monitor and assess the impact of the policy, to include:

- how the school will assess the impact of the policy through consultation, evaluation, and audit how race equality questions will be built into school self-review and evaluation frameworks;
- how ethnic monitoring data will be used to monitor the attainment and progress of pupils by racial group and to set targets as part of relevant strategic plans;
- how information will be shared with the school community.

Policy Written: September 2009

Review: September 2011