



# Newton Solney Church of England (Aided) Infant School

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## Newton Solney Church of England Infant School

### RACE EQUALITY POLICY

**At Newton Solney C of E Infant School we are committed to tackling racial discrimination and promoting equality of opportunity and good race relations. Our Christian ethos encourages everyone to find and use the gifts that God has given us, treating everyone with equal respect, whatever their faith, origin or ability. By doing this, we aim to further safeguard all our pupils.**

#### **Legal Duties**

Newton Solney C of E Infant School welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination

#### **Guiding Principles**

In fulfilling the duties listed above, we are guided by three principles:

- Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stage of their life and education.
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every student should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world including the British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

#### **Existing and complimentary School Policies.**

This school's Race Equality Policy should also be read in the context of the school's behaviour policy.

## **Commitment**

Our school actively promotes race equality; opposes racism in all its forms and fosters positive attitudes. Through this, we provide a positive learning and teaching environment for the school community as a whole. We do this by:

- Treating all those in the school community (e.g. pupils, staff, governors, parents and the community) as individuals who are respected and valued for their abilities, beliefs, experiences, aspirations and potential.
- Achieving a community where Every Child Matters and plays a positive and active part of the community.
- Creating a school ethos which promotes and reflects racial equality develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone in the school community to have a positive self image and high self esteem so that they develop their full potential.
- Having high expectations of all the school community and helping one another fulfil their aspirations.
- Facing equality issues openly, positively, effectively and promptly.
- Identifying and removing practices, procedures and customs which discriminate on racial grounds.
- The school values the achievements and progress of pupils from all ethnic groups.
- Being open and fully accountable about our policy, its implementation and its effects.

## **Responsibilities**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; and to incorporate principles of equality and diversity into all aspects of their work.

## **Religious Observance**

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **Breaches of the policy**

Breaches of the policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

## **Monitoring and Evaluation**

The school's focus will be a commitment to tackling racial discrimination and promoting equality of opportunity and good race relations.

In assessing the impact of our race equality policy, we will question whether:

- the school helps all its students to achieve as much as they can, and get the most from what is on offer, based on their individual needs?
- certain groups of students are not achieving as much as they could and why not?
- The school is making sure that its policies are not having an adverse impact on students, parents or staff from different racial groups?

This policy was reviewed by staff in April 2015 and agreed by the governors Teaching and Learning Committee in May 2015.

Heidi Elks