

SANDFORD ST MARTIN'S CE VA FIRST SCHOOL

RACE EQUALITY POLICY

As a school we believe in promoting equality of opportunity for all members of the school community. We value all people, regardless of race, colour, nationality, ethnicity, language, culture or religion.

Our school is committed to maximising the potential of all its students regardless of their membership of a particular racial group.

Leadership and management

Our racial equality and racial harassment policies have been endorsed and adopted by the school's governing body and implemented by the school's management team.

Staff recruitment, retention and professional development will be in keeping with our race equality principles.

Curriculum, teaching and assessment

- Teaching methods encourage positive attitudes to ethnic difference, cultural diversity and racial equality
 - Racial equality and ethnic diversity are promoted and racism and discrimination challenged in all areas of the curriculum
 - Racism is specifically dealt with as a topic within Life skills and the Religious Education syllabuses but the promotion of racial equality is the responsibility of all staff (support, administration and teaching) in all school activities.
 - Curriculum Content: steps are taken to ensure that the curriculum draws on areas of interest to pupils from all ethnic groups
 - Assessment outcomes are used to identify the specific needs of ethnic minority pupils and inform policies, planning and the allocation of resources
 - Curriculum planning takes into account the ethnicity, background and language needs of all pupils
 - Assessment methods are checked for cultural bias and action is taken to remove any bias that is identified
 - The allocation of teaching groups is fair and equitable to students from all ethnic groups
 - Resources — The school takes active steps to ensure that resources in all areas of the curriculum are inclusive
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Students — personal development attainment and progress

- The school values the achievements and progress of pupils from all ethnic groups
- Guidance and Careers Education — staff challenge racism and stereotyping and promote racial equality in education, employment, training and career choice.

- Support and Personal Development — all pupils have equal access to our extra curriculum activities
 - Pupils' attainment and progress in individual subjects are monitored by ethnic group (and by gender, language and disability)
 - The school develops strategies for tackling unjustified disparities in the attainment and progress of particular ethnic groups
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Parents, governors and community partnership

- All parents are regularly informed of their child's progress
 - Active steps are taken to involve ethnic minority parents in the school
 - People from ethnic minority communities are encouraged to become governors
 - Community Partnership: the school's premises and facilities are equally available for use by all ethnic groups.
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Admission, attendance, discipline and exclusion

- The admission process is fair and equitable to pupils from all ethnic groups
 - Provision is made for pupils to take time off for religious observance
 - The school's procedures for disciplining pupils and managing behaviour are fair and applied equally to all pupils, irrespective of ethnicity
 - The process of excluding a pupil is fair and equitable to all ethnic groups.
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Attitudes and environment

- Diversity is recognised as having a positive role to play within the school
 - Clear procedures are in place to ensure that racist incidents, racial discrimination and racial harassment are dealt with promptly, firmly and consistently
 - The school recognises the importance of language to a person's sense of identity and belonging
 - Immediate action is taken to remove racist graffiti from all school property
 - Food on offer at the school should meet all pupils' dietary needs and kitchen staff should be aware of these needs and the dietary restrictions of particular groups of pupils
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Recording and Implementation

- The policy is available for all staff to read and use
- The LEA supports schools through training and consultation
- All incidents are recorded (incident record form) and statements written before investigation procedures begin and such information is kept on pupil and staff files.

Policy agreed on –

Staff representative –

Governor -