



Whytmead Primary
Equality Information
and Objectives

Equal Opportunities and Race Equality Policy

A Whole School Policy for Equal Opportunities and Race Equality

Aims

- We aim to develop the children's awareness of the diversity of the society in which we live.
- We aim to make the whole of their school experience equip children to develop positive attitude towards a pluralistic society.

1. Equal Opportunities Statements of Principle

- Discrimination on the basis of race, colour, culture, origin, gender, faith and ability is unacceptable in our school.
- Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.
- An objective for our school will be to educate, develop and prepare children, whatever their creed, culture, colour, origin or ability, for life.
- An equal opportunities philosophy will be practised by all staff.
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.
- We welcome our duties under the Race Relations Act (2000)

2. Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil 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 pupil 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.

We ensure that the principles listed above apply to the full range of our policies and practices,

3. Race Equality Statement of Principles

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- As our school is not ethnically very diverse we are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make the school a welcoming place for all ethnic and national groups represented in the community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

4. Leadership, Management and Governance

- The whole school will be proactive in promoting racial equality, good race relations and in tackling unlawful discrimination. This will be achieved through the intercultural dimensions planned into school assemblies and lesson planning, through the school ethos in action, and through the wider curriculum planned.
- We will encourage, support and enable all pupils to achieve at Whytemead Primary School.
- We will create an environment which respects and values cultural, linguistic and religious differences.

5. Roles and Responsibilities

- The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities and that the 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, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.
- The Headteacher and Deputy are responsible for co-ordinating racial equality work and dealing with reported incidents of racism and harassment.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge and cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.
- Visitors and contractors will be made aware of and expected to comply with the school's equal opportunities and race equality policy.

6. Policy Planning and Review

We will ensure that the principles and procedures above feature in all policies and practices, especially,

- Pupil's progress, attainment and assessment, including ethnic monitoring,
- Behaviour, discipline and exclusions.
- Teaching and Learning.
- Admissions and Attendance.
- The Content of the Curriculum.
- Staff Recruitment and Professional development.
- Partnership with Parents and Communities.

7. Implementing the Policy

We will ensure the implementation of the policy through:

- Monitoring. Staff with responsibilities for the area outlined above will monitor the effectiveness and impact of the race equality and equal opportunities policy.

- Action Plan. This will be developed focussing on areas for development and staff training.
- Awareness. The policy will be incorporated in the school's prospectus. Parents and all governors, teaching and non teaching staff will have their own copy.

8. Monitoring and Evaluation

The headteacher will collect, study and use quantitative and qualitative data relating to the implementation of this policy and report to the Governing Body.

The progress and targets of ethnic minority children will be monitored on a half termly basis.

School self reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making.

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