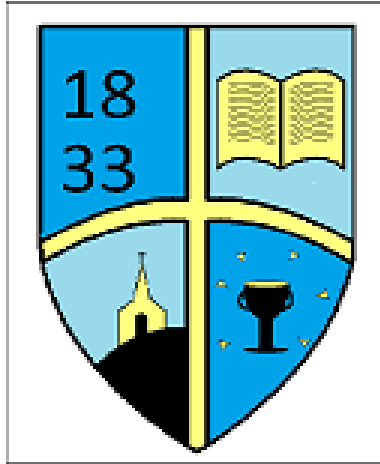


Mellor St Mary CE Primary School



*Believing, Learning
& Sharing Together*

Race Equality Policy

**Updated in line the LCC Equality Toolkit for School
2023**

Vision

The greatest commandment Jesus taught was to love God and to love your neighbour – To love one another as I have loved you. Within this commandment is the foundation of the Christian view of society. At Mellor St Mary Church of England School, we encourage all our children, families and staff to live out this and explore how we respect each other's difference through what we say and do. Our school focusses on the importance of equality and the qualities and character needed to sustain the best social relationships that honour each other regardless of race, religion, culture, gender, age, sexuality or other equality limiting factor.

Each child is a unique being, a child of God, loved and accepted. As such, our school seeks to enable children to develop through an inclusive programme of teaching that is based on Christian principles, which respects the diversity of the world we live in today.



'I praise you, for I am fearfully and wonderfully made.' (Psalm 139:14)

The race equality policy of Mellor St Mary CE Primary School is embedded in the ethos of our school and is supported by our Core Values, Mission Statement and the policies for: Equal Opportunities, Behaviour and Discipline, Respecting All, Anti Bullying, Safeguarding SEND and Child Protection policies as well as the Valuing All God's Children, Respecting All, Personal, Social, Health Education and Relationship Education documentation. This policy helps to ensure that our school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

We recognise our statutory duties from the Race Relations (Amendment) Act 2000:

- ◆ to promote racial equality
- ◆ to promote good race relations
- ◆ to eliminate unlawful racial discrimination

The guiding principles are that:

- ◆ Every pupil should have opportunities to achieve the highest possible standards and the best 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

Lancashire is a mixed race county with increasing numbers of Asian Heritage, other ethnic groups and asylum seekers. It is important that we all have the opportunity to understand and empathise with the similarities and differences of cultures, faith and ethnic differences in the community.

Aims and Values

□ Admissions and attendance

If the school is under-subscribed, there will be no disadvantage to pupils from particular racial groups. The school will fulfill its commitment to race equality by monitoring all pupil attendance sensitively and in line with current policy and practice.

□ Attainment, progress and assessment

The school is committed to high expectations of all its pupils and is committed to encouraging and enabling all pupils to achieve high standards. Monitoring attainment and achievement by various groupings will be done in order to identify any trends or patterns and to respond to these as necessary.

□ Racism, racial harassment and school ethos

We are all committed to developing a 'no put-down' zone. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil.

A racist incident is any incident which may be perceived to be racist by the victim or any other person (definition accepted by police and Government)

Any adult witnessing an incident or being informed about an incident will follow these procedures:

- stop the incident and comfort the pupil who is the victim;
- reprimand the aggressor and inform the victim what action has been taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the Head teacher or deputy Head teacher and inform them of the action taken;

- inform the class teacher(s) of both the victim and the aggressor, then record what happened on a racist incident sheet (kept in the main office);
- inform both sets of parents, if appropriate.
- All racist incidents are recorded and reported to the governing board and the LEA by the Head teacher following the recommendations of the LEA 'Guidance to schools on Racist Incidents'.

□ **Behaviour, discipline and exclusions**

In our Behaviour policy we aim to be consistent in the use of rewards and sanctions. We aim to ensure that all procedures are applied fairly and equitably to all pupils.

□ **Personal development and pastoral care**

The self esteem of all pupils is a priority in school through the use of Personal, Social, Health Education and Citizenship, particularly through the weekly, timetabled use of Circle Time. All pupils are supported in their development and racial, cultural needs will be taken into account.

□ **Teaching and learning**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils and prepare them for life in a diverse society;
- promote attitudes and values that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents/carers in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all pupil groupings;
- take account of the performance and learning styles of all pupils when planning for future learning and setting challenging targets;
- make best use of all available resources to support the learning of all groups of pupils.

□ **Curriculum**

The children will be introduced to the diversity of our world through a multicultural curriculum where positive images of other cultures and ethnic groups are encouraged and stereotypes and racism are challenged. We will:

- use materials that reflect a range of cultural backgrounds, without stereotyping;
- ensure that Christianity is shown to be a multicultural, 'world' faith;
- teach Islam and Judaism in appropriate, non-stereotyping ways;
- use multicultural texts in Literacy;
- develop an Art curriculum which is multicultural;
- teach Geography units about other parts of the world.

□ **Staff Recruitment and professional development**

The adherence to our Equal Opportunities policy ensures that all posts are formally advertised and open to the widest pool of applicants. All staff are included continuing professional development.

□ **Partnerships with parents and communities**

All parents are encouraged to participate at all levels in the full life of the school. Parents will be informed about the Race Equality Policy and about the school's intention to fulfil its statutory duties through the school Newsletter and the updated Prospectus .

Leadership, management and Governance

Mellor St Mary CE Primary School will be pro-active in promoting racial equality, good race relations and tackling racial discrimination. We will ensure that all staff follow the policy. The Governing Board will ensure that the school complies with the Race Relations legislation and that the school implements the policy.

The nominated Governor is: **Mr P Skupski (Chair of Governors)**

Race Equality will be on the Governing Board agenda at least annually.

Policy Planning and Review

Race Equality issues will be addressed in all policy revisions and will be incorporated in the school improvement planning process.

Implementation of the policy

The policy will be implemented through the Curriculum / Standards & Effectiveness Committee of the Governing Board and INSET with all staff. It will become part of the Induction programme for all staff who join Mellor St Mary's School. Issues in the policy will be addressed with the pupils through Circle Time. Parents will be informed of the policy through the school website and electronic communications such as the newsletter and through the annual revision of the Prospectus. The policy will be monitored by the headteacher.

REVIEW Date:

The policy will be reviewed every 3 years

Signed: *J.Embley-Peers* (Head teacher)

Signed: *P Skupski*(Chair of Governors)

Date: 01.06.2023

Next review: 01.06.2026