

RACE EQUALITY POLICY

Responsibility for this policy lies with (Headteacher, Full Governing Body or Finance & Premises Committee)	Headteacher
Policy approved date	December 2024
Policy due for review on	December 2028

Our school

The school is an important institution in shaping the future of our society, including the ability of people from different backgrounds to get along together to achieve their full potential free from racial discrimination and harassment

Vicars Green Primary School serves a catchment area that is culturally diverse. Many pupils use English as a second language. We strive to provide an environment that allows pupils equal access to the whole curriculum and that the total learning experience of school at every level implements equal opportunities for all, regardless of race, gender, class, status, sexual orientation, religion age and culture. We also encourage pupils to recognise question and combat inequality and injustice, to develop qualities of trust, tolerance and respect for other people.

Commitment to Race Equality

“Racism will not be tolerated at an individual level or at institutional levels in process, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people”

Macpherson, 1999.

Race Equality at Vicars Green provides an ethos that:

- Creates a school culture where everyone irrespective of race colour ethnic or national origin, feels valued and welcomed.
- Ensures all pupils and staff are encouraged to reach their full potential.
- Respects and values differences between people.
- Prepares pupils for life in a diverse society.
- Acknowledges the existence of racism opposes it and takes steps to prevent it.
- Ensures that an inclusive ethos is established and maintained.
- Is proactive in tackling and monitoring all forms of discrimination including racism, racial prejudice and harassment.

Leadership, Management and Governance

We believe that the commitment and responsibilities of our governors, Headteacher, staff, pupils and visitors to the school are as follows:

Governing body

The governing body is responsible for ensuring that the school complies with Race Relations legislation and implementing the policy and its related procedures and strategies

Headteacher and Senior Leadership Team

The Headteacher is responsible for implementing the policy and its related procedures and strategies; ensuring all staff are aware of their responsibilities and are given appropriate training and support and taking appropriate action in any case of racial discrimination.

Staff

All staff are responsible for dealing with racist incidents and knowing how to identify and challenge racial bias and stereotyping. Good practice should encourage the promotion of racial equality and good race relations and not discriminate on racial grounds. Any changes in the policy or the Equality Act will be disseminated to the staff at staff meetings.

Pupils

If pupils do not comply with the race policy, a member of the SLT will speak with the pupil about their behaviour and attitude and outline the expectations for pupils and staff at the school. A race report will be completed and kept by the Headteacher. More serious and persistent cases may need reporting to parents or other agencies.

Staff

Incidents should be reported to the Headteacher in cases where:

- A racist incident involves one member of staff to another.
- A member of the staff accuses a member of the public.
- A pupil or member of the public accuses a member of staff

Procedures for recording and reporting Racist incidents

There is no longer a requirement to report racist incidents to the LA but as a school we will continue to record incidents of racism against any member of the school community.

Policy Planning and review

The Governing Body and the Senior Leadership Team is responsible for producing an action plan for monitoring aspects of school life in relation to race equality issues. This action plan should be reviewed annually and should provide a clear indication of issues involving race equality for the next three years.

Availability and promotion of the policy.

The policy is available to all members of staff and will be published on the school's website. Links with this policy should be made when all other policies are written and updated.

Signed by.

Headteacher: **Date:**

Chair of Governors: **Date:**