



St Andrew's C.E. Primary School

EQUALITY AND INCLUSION POLICY

This policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors.

School Motto:

Respect, Achievement, Fun.

Mission Statement:

We want to look after our children, making sure they do the best they can and celebrate their amazingness. We want our children to be treated as individuals and not to be scared of challenges and to feel part of our family. We want to make them excited about learning and to be creative. We want our children to believe in our core values and to set an example to others.

1 What kind of school are we?

St Andrew's is a school that celebrates diversity and we are members of the Hyndburn Race Equality Charter.

Aims of the School:

- To be happy
 - To enjoy learning
 - To have fun
 - To make everyone feel valued, important and safe
 - To set a good example
 - To make everyone feel included
 - To work as a team and support each other
 - To achieve goals, aspirations and dreams
 - To develop independence
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2 Aims of the race equality policy

Our race equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognize our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy is an integral part of our school life.

3 Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The governors will develop their knowledge and understanding of race equality.

It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. The Headteacher's responsibilities include the monitoring and reporting of racist incidents to the governing body and the LEA.

The governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

4 How the school will fulfil its commitment to race equality

The school will fulfil its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the school community.

Racism/racial harassment

The school will fulfil its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the LEA.

Curriculum/teaching and learning

The school will fulfil its commitment to race equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity. The curriculum is designed to meet the individual needs of all pupils.

The school will demonstrate its commitment to race equality by ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity and we aim to create learning environments where all pupils can contribute fully and feel valued.

Achievement/attainment/assessment/progress

The school has procedures in place to monitor attainment and achievement by groups, including racial groups in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.

Attendance

Pupil attendance is closely monitored and the data is used to develop strategies to address poor attendance.

Behaviour/discipline/exclusion

The school will fulfil its commitment to race equality by monitoring pupil behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

Staff recruitment and career development

The school will fulfil its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfil its specific duty under the Act.

Community/parental consultation

The school will fulfil its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.

Membership of the governing body

The school will fulfil its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.

Professional development of all staff

The school will fulfil its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

5 Implementation

The school's development/improvement planning process will be the main vehicle for implementing the policy. This policy is discussed annually and implemented through the School Development Plan, training and assessment improvements.

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by:

- collecting and analysing data and other information
- checking progress against the action plan
- consulting with parents and the school community