

St Mark's C of E Aided Primary School

Race Equality Policy

At St Mark's School equality of opportunity is fundamental to our Christian ethos and our shared values. As a Church of England School we recognise our responsibility to provide equality and excellence in order to promote the highest possible standards of achievement. All people in our school community are valued and treated with respect. We therefore take a proactive and sensitive approach to the promotion of race equality.

Our Aims

- To make the school a place where everyone, irrespective of their race, colour, ethnic or national origin or their citizenship, feels welcomed, valued and able to achieve their full potential.
- To prepare pupils for life in a diverse society and world.
- To value and respect linguistic, cultural and religious diversity in our school and the wider community.
- To develop in pupils a sense of personal and cultural identity which is confident and open to change and receptive and respectful towards other identities.
- To meet the diverse needs of all pupils.
- To ensure that an inclusive ethos is established and maintained.
- To acknowledge the existence of racism and to be proactive in tackling and eliminating racial discrimination.
- To ensure that issues related to racism and racial equality are recognised across all areas of school activity.
- To ensure that racial equality is an integral part of all planning and decision making within the school.

Leadership, Management and Governance

The governing body and school management have established an ethos, which reflects the school's commitment to equality for all members of the school community. All our policies reflect a commitment to equal opportunities, including race equality, in so far as:

- The school will be proactive in promoting racial equality, good race relations and tackling unlawful racial discrimination through the school curriculum, including PSHE and Citizenship, by providing a range of teaching resources and experiences and by the inclusive worship which it provides.
- The school will provide encouragement and appropriate support for pupils and staff of different ethnic groups.
- The school will work in partnership with its parents and guardians and the wider community to tackle racial discrimination and to establish, promote and disseminate good race equality practice.
- The school will encourage, support and enable all pupils and staff to reach their full potential.
- The school will provide an environment which respects and values cultural, linguistic and religious differences.

Responsibilities.

The governing body is responsible for ensuring that the school fulfils its legal responsibilities and that the race equality policy and its related procedures and strategies are implemented.

The Head Teacher 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 cases of unlawful discrimination.

The Assistant Head Teacher is responsible for co-ordinating work on racial equality and taking appropriate action if incidents of racism and racial harassment are reported.

All staff are responsible for reporting and dealing with racist incidents that may occur, knowing how to identify and challenge racial and cultural bias and stereotyping, promoting equal opportunity and good race relations and incorporating principles of equality and diversity into all aspects of their work, and liaising with ethnic minority services when supporting pupils for whom English is an additional language.

Regular visitors and contractors will be made aware of and expected to comply with the school's race equality policy.

Policy, Planning and Review

We will ensure that all the school's policies and practices reflect the principles outlined in the race equality policy, especially:

- Pupils' progress, attainment and assessment, which will include ethnic monitoring
- Pupils' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

Implementing the Racial Equality Policy

We will ensure the implementation of the racial equality policy by:

- Reviewing the practices and procedures outlined in the policy.
- Creating and implementing action plans in response to the areas of need that are identified.
- Providing training if appropriate to meet the needs of the action plan.
- Ensuring that the school's aims reflect the principles of the equality, including racial equality.
- Making the policy accessible to staff and governors.
- Ensuring that the policy will be kept in the entrance lobby and will be available to all parents and visitors.
- Monitoring and evaluating the policy as set out below.

Monitoring and Evaluation

The Governing Body recognises its duty to specifically monitor the effectiveness of this policy. In order to ensure effective monitoring, the Governing Body has identified a number of key outcomes that will be monitored at least annually, with a report being provided to the Full Governing Body:

- Raising Attainment & Closing the Achievement Gap – ensuring high levels of attainment and achievement of pupils from all ethnic groups

- Improvements in Race Relations - The quality of race relations, evidenced by relations between pupils and across the whole school community, recording and monitoring of any specific incidents (and the way in which these are handled), and levels of active involvement of ethnic groups in the life of the school
- Improved Pupil behaviour - No noticeable difference in standards of behaviour across all pupils including ethnic groups, and levels of fixed-rate or permanent exclusions between ethnic groups
- Parental & Community Involvement - Active involvement of parents from all ethnic groups in their children's learning and development, and active involvement of local ethnic minority communities in school
- Diverse & Representative Workforce – people from minority ethnic groups are fairly represented at all levels in the workforce and all staff have full access to opportunities for promotion and career development
- Fair & Representative Admissions Policy, regardless of ethnicity

Reviewed by governing body:
Review due:

Summer 2013
Spring 2019