

St Andrew's C of E (Aided) Primary School
Buckland Monachorum

Race Equality Policy

St Andrew's School is a church aided primary school situated in a rural part of West Devon. There are approximately 210 pupils on roll aged from 4 – 11. Our school is at the heart of the life of the village and works hard to achieve and enjoy very good relationships with parents, the parish and the community. Christian values are central to school life; and Jesus' teaching to love our neighbour as ourselves, regardless of background, is at the heart of our statement of school aims and ethos. Our recent OFSTED report Dec 2006, made the following statements:

“Pupils thrive in a caring environment which promotes high standards but also ensures Excellent care for individuals.”

“Their spiritual, moral, social and cultural development is good and supported well through a rich curriculum.”

St Andrew's School welcomes its duties under the Race Relations (Amendment) Act 2000. These duties reflect our core aims and values and support the school action plan. We will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the school community
- Promote good relations between people of different racial groups

St Andrew's School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

Cultural and ethnic diversity will be valued in the curriculum, in the school workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the school places equal value on the diverse racial and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We endorse the recommendations of the Stephen Lawrence Inquiry and we accept the definitions of racism and institutional racism included in the inquiry report:

Racism – Conduct or works which advantage or disadvantage people because of their colour, culture or ethnic origin.

Institutional racism – The collective failure of an organisation to provide an appropriate and professional service to people because of the colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

SCHOOL POLICIES

All school policies will have an explicit aim of promoting race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

CURRICULUM

St Andrew's School provides a broad and balanced curriculum for all pupils. The school accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils.

- Responding to pupils' diverse learning needs.
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

We recognise that citizenship presents opportunities for encouraging respect for diversity.

Our 'learning teams' are responsible for ensuring their subject programmes/schemes of work raise awareness or multi-cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the purchase of resources, our curriculum co-ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

TEACHING AND LEARNING

St Andrew's School strives to ensure that teaching and learning styles include and raise achievement of all pupils. We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an Additional Language. We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower self-esteem of pupils. Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

RACIAL INCIDENTS

St Andrew's School will not tolerate any form of racial harassment or abuse. We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

Racist Incident – A racist incident is any incident which is perceived to be racist by the victim or any other person.

All members of staff are expected to:

- deal with racist incidents that may occur
- be able to recognise and tackle racial bias and stereotyping
- promote equal opportunities and good race relations
- incorporate principles of race equality and diversity into all aspects of their work
- provide appropriate support to pupils in their class for whom English is an Additional Language.

All racial incidents will be thoroughly investigated and reports (Devon County Council R110) raised as appropriate. The Head Teacher is responsible for implementing investigations and ensuring that all members of the school community are aware of, and understand, the policy.

REVIEW OF THE RACE EQUALITY POLICY

The Race Equality Policy shall be reviewed annually. As part of the review process the school will draw up a race equality action plan for the following year, highlighting key issues for action and responsibilities. This will be incorporated within or appended to the School Improvement Plan.

RESPONSIBILITY

It is the responsibility of all members of the school community to:

- promote race equality and support the implementation of the Race Equality Policy including the Racial Incidents Reporting Procedure.
- Behave in a manner which respects and values cultural and linguistic diversity
- Challenge and eliminate racial discrimination, racial harassment and racial abuse.

Reviewed and Re-adopted: 4.03.2009

Due for Review: 4.03.2010