

Race Equality Policy

As a caring Church School, we are committed to the Christian values that develop a distinctive ethos underpinning the way in which we carry out our work and the way in which our children learn. We wholeheartedly adopt the “Every Child Matters” agenda and believe that we can inspire all members of our school community to achieve their full potential.

At our school we aim to:

- Develop Christian values and principles.
- Help all members of our school community in achieving to their potential.
- Enable each child to develop an enquiring mind with the ability to question and discuss, so that they become independent, life-long learners.
- Provide an environment which is dedicated to promoting high standards of achievement for all and a love of learning which will be life-long and achieved within a Christian context

AIM

At Bardney Primary school we work within a distinctive Christian ethos. As a result, we aim to be an inclusive school where all pupils have equality of opportunity whatever their age, ability, gender, race, religion or background ensuring high expectations enable each individual to fulfil his/her full potential. We aim to provide a happy and caring environment and equip our pupils with an understanding of our diverse society and an appreciation of and value of difference.

OBJECTIVES

- To ensure every pupil feels valued
- To nurture a mutual respect for all and encourage a positive attitude towards all members of society
- To promote good relations between people of difference racial groups
- To eliminate unlawful discrimination

STRATEGIES

We strive to organise our school in such a way that our learning environment upholds our distinctive Christian ethos and our belief of race equality.

We will try to ensure that:

1. Everyone in or out of school is treated with respect and dignity;
2. We create a school ethos which values diversity, promotes equality and removes barriers to learning;
3. We encourage everyone in the school community to fully participate in the school programme of events;

4. We have high expectations of all pupils regardless of ethnic origin, religion, culture and life style;
5. We identify and remove all practices, procedures and customs which are discriminatory and ensure that racial equality is included in all our development planning and through our policies;
6. We monitor and review all practices and procedures to help us to identify where there are inequalities between different ethnic groups.

Racist incidents are dealt with according to the Lincolnshire Reporting Racist Incidents handbook 2005.

ROLES

Headteacher:

- To implement the school's policy on a day to day basis.
- To ensure all staff are aware of the policy and apply it
- To ensure that the principles of race equality are promoted within the curriculum
- To monitor and assess the impact of the Race Equality Policy
- To report to the Governing Body

Staff/Students and Trainees:

- To promote fairness and justice for all
- To ensure all pupils are treated with respect
- To ensure all pupils have equal access to the full range of educational opportunities offered by the school
- To remove any forms of discrimination that may form barriers to learning.
- To challenge stereotyping and prejudice
- To celebrate cultural diversity

Governors:

- To monitor the policy including those arising from the Race Relations Amendment 2000 Act
- To receive reports from the Headteacher on the application of the policy
- To review this policy

Parents/Carers:

- To support the school in promoting race equality

All visitors and contractors are to adhere to the School's Race Equality Policy

Other related policies:

Anti-bullying Policy

Equal Opportunities Policy

Adopted: September 2017	Review: Autumn 2019
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