

# Spalding Parish Church of England Day School

*We are a caring Christian Community built on  
Compassion, Trust, Friendship and Hope*

## Race Equalities Policy

Date of Policy: January 2010

Date of Review: January 2011

Adopted by Governing Body: March 2010

Signed by Chair of Governors: Melvyn Price

## Mission Statement

We are a community dedicated to learning. We support children to develop the skills for life. As learners we will make mistakes and learn from them; always making new mistakes. We will not fault find and blame others. We will listen and ask questions, discussing things openly. We will keep ourselves informed. We will have fun and laugh together. We will spend time becoming emotionally and inter-personally competent.

## Introduction

The Race Relations Amendment Act 2000 imposes a general duty on schools and the school's Governors are legally responsible for ensuring that the school fulfils it's duties to:

- promote equality of opportunity
- promote good relations between people of different racial groups
- eliminate unlawful racial discrimination between people of different racial groups

At Spalding Parish Church of England Day School we ensure:

- all pupils have the opportunity to achieve their potential
- racism is challenged and diversity is celebrated
- the school utilises experiences of all members of the community
- parental involvement is encouraged across all racial groups
- membership of the governing body reflects the local population and encourages governors from all cultural and ethnic backgrounds
- incidents of racism or racial harassment are dealt with firmly and sensitively
- the school encourages liaison with minority black and ethnic groups

## Aims

Our attention to race equality builds on our core values and school ethos which promotes respect for world faiths.

We promote racial equality and good relations and challenge any racial discrimination.

These aims are intrinsic in our other policies:

Admissions  
Assessment  
Behaviour Management  
Community Cohesion  
PSHCE  
Religious Education  
All Curriculum Policies

### Admissions

- our Admissions Policy does not disadvantage pupils from any racial group
- staff are sensitive to relevant community issues
- there is provision for leave of absence for religious observance (staff and pupils)
- action will be taken to address any discrimination

### Assessment

- the school has high expectations of **all** pupils
- the school recognises and values all forms of achievement
- action is taken to remove disparities between pupils
- all methods of assessment are free of cultural or linguistic bias
- all pupils are supported in assessments
- we seek to meet the needs of potentially disadvantaged groups (travellers, fair children, refugees, asylum seekers)

### Racism, Racial Harassment and School Ethos

- the school values and celebrates diversity
- the school encourages an atmosphere of mutual respect between pupils of different racial groups

- incidents of racism are reported and appropriate agencies involved eg Governors, Police, LA, CRE, CAB where appropriate

## Behaviour

- the procedures for managing behaviour are fair and equitable to all pupils and racial and cultural differences are respected and taken into account
- staff operate consistent systems of rewards and consequences irrespective of race
- exclusions are monitored by ethnicity to establish trends

## Personal Development and Pastoral Care

- pastoral support takes into account religious and ethnic differences
- the school would support any pupil, staff or parent who experiences racism or racial harassment on the school site using support from external agencies where appropriate

## Teaching and Learning

- staff work together to create an environment where all pupils feel valued and contribute fully
- teaching style takes into account pupils' cultural background, linguistic needs and learning styles
- teachers are sensitive when teaching about different cultural traditions
- pupils are encouraged to make connections with their own lives and backgrounds

## Curriculum

- each curriculum area promotes and celebrates positive attitudes towards diversity
- pupils have the opportunity to explore concepts related to equality and racism positively
- all pupils can access the curriculum and cultural and linguistic needs are catered for

- resources used challenge stereotypes
- role models from different racial and faith groups are invited into school
- provides positive images within child care settings eg Asian/Caribbean clothes, books, jigsaws
- acknowledges various festivals of world faiths

### Staff Recruitment and Professional Development

- all parents irrespective of race and faith are encouraged to participate in the full life of the school. Black and minority parents are welcomed with an understanding of and celebration of cultural and faith diversity
- SPCEDS works in partnership with parents and the community to develop positive attitudes to diversity and difference
- the school ensures information and material is available to parents in other languages in consultation with EMAS
- the school premises and facilities are fully accessible to all

### Response Procedure

- each complaint or incident will be evaluated and acted upon in accordance with the CRE 2001 Code of Conduct for schools intrinsic within this document