



Finchampstead C of E (Aided) Primary School

This is the day that the Lord has made, let us rejoice and be glad in it

Racial Equity and Equality Policy

Approved by:	Board of Governors
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Last reviewed:	February 2025
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Next review due by:	February 2026
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This policy sets out our commitment to tackling racial discrimination and promoting equity and equality of opportunity as well as the development of positive relationships. The policy explains what this means for the whole school community.

At Finchampstead C of E (Aided) Primary School, we will continuously strive to ensure that everyone in our school is treated with respect. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality or disability.

As a school, we will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality.

We aim to achieve this by:

- ❖ Creating a community which promotes good relations between members of different racial, cultural and faith groups and instilling in our children a positive understanding of their own cultures and faiths and those of others.
- ❖ Encouraging everyone within our school community to gain a positive self-image and high self-esteem;
- ❖ Empowering pupils, staff and community members of all our racial, cultural and faith groups to succeed socially, personally, academically and professionally;
- ❖ Promoting equality of opportunity;
- ❖ Having high expectations of everyone involved with the whole school.
- ❖ Promoting mutual respect and valuing each other's' similarities and differences and facing equality issues openly.
- ❖ Challenging racial discrimination, aiming to eliminate unlawful discrimination;
- ❖ Managing any risk of exposure to any form of extremism or radicalisation.

Guiding principles

These three principles underpin all our procedures and practice:

- ❖ Every pupil should have opportunities to achieve the highest possible standards for the next stages of their life and education.
- ❖ Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- ❖ Every pupil should develop the knowledge, understandings and skills that they need in order to contribute positively in Britain's multi-ethnic, multi-cultural, multi-faith society, and in the wider context of an interdependent world.

Roles and Responsibilities

At Finchampstead C of E (Aided) Primary School, we all take responsibility for promoting race equality, but the following have specific responsibilities:

- ❖ The Governing Board will seek to ensure that the school complies with race relations legislation, and that this policy and its procedures are implemented.

- ❖ The Head teacher, along with the Governing Board, will see that the policy and its procedures are implemented, that staff are aware of their responsibilities, that staff receive appropriate training and support in putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate racially.
- ❖ All staff will deal with racist incidents in accordance with school procedures, and will know how to challenge racial bias and stereotyping. They will not discriminate on racial grounds.
- ❖ Teaching staff will offer full curriculum access to pupils from all racial groups, and will promote diversity and racial equality.
- ❖ Visitors and contractors will comply with the school's Racial Equality Policy.

Key areas in promoting race equality

Curriculum, teaching & learning

Finchampstead C of E (Aided) Primary School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treated with respect.

Pupils are provided with the opportunity to experience, understand and celebrate diversity.

Cultural diversity is positively reflected in the curriculum through the choice of learning contexts, our Oxford Diocese RE scheme of work and our PSHE curriculum.

Standards of Attainment

A key factor in securing race equality in the education at Finchampstead C of E (Aided) Primary School is the strive to maximise the standards of attainment and rate of learning progress of each individual pupil, through appropriately high expectation, effective assessment, high quality planning and teaching and thorough evaluation of teaching and learning.

We strive to use our pupil tracking system to monitor attainment and progress of ethnic and minority groups.

- ❖ Pupils' attainment and progress in individual subjects of Reading, Writing and Maths is monitored by ethnic group (and by gender, language and disability).
- ❖ All pupils have equal access to extra-curricular activities.
- ❖ Every pupil is offered the support and guidance they need.
- ❖ Staff challenge racism, stereotyping and promote racial equality in education employment, training and career choice.
- ❖ The school develops strategies for tackling differences in the attainment and progress of particular ethnic groups and this will be evidenced through termly reviews to governors.

Pastoral Care

It is imperative that, as a school, we secure racial equality within all aspects of school life. Crucially, this will include our provisions for pastoral care through our nurture provision, behaviour management, following Therapeutic Thinking and exclusion.

Within these aspects each child's needs and circumstances will be addressed on its individual merits but monitoring of actions within these aspects will include an ethnicity analysis.

Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and, in line with Wokingham LA and with guidance from HR, comply with all reasonable requests relating to religious observance and practice.

Addressing racism

The school is opposed to all forms of racism, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against Travellers, refugees and asylum-seekers.

The definition of institutional racism is "the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour and ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people".

A racist incident is "any incident which is perceived to be racist by the victim or any other person". A racist incident will be communicated openly and swiftly with parents and carers and appropriate support will be put in place under the direction of the Headteacher. Actions taken will be recorded. Please see Racial incidents procedures document.

Review

Finchampstead C of E (Aided) Primary School, will not tolerate racial harassment of any kind. We are committed to combating racial discrimination and promoting equality and respect, led by our school vision.

Our governors seek to ensure that due regard is given to the promotion of racial equality and termly review meetings will take place between the Headteacher and Racial Equity governor.