



Racial Equality Policy

Doc reference: **MP/0004** Issue: **1** Supersedes: **None, first issue** Status: **Approved** Produced on: **15 Jan. 18**

Document type: **Miscellaneous Policy** Author: **Sue Tickle** Pages: **6**

Summary:

This is a policy for Racial Equality.

Approved:

Date:

Reviewed:

Dates:

0 DOCUMENT CONTROL

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| Ref1 | TBS | HPS Documents Index | |
| Ref2 | MP/0002 | HPS Documents Template | Chris Neale |

0.3 Changes Forecast

- 1. None

0.4 Changes from Previous Issue

Issue 1: This is a new policy, based on a Tameside model policy.

1 OVERVIEW

The ethos of Hollingworth Primary School will reflect the rich tapestry of different races and cultural backgrounds that make up the rich cultural heritage of England within the United Kingdom. These differences are valued for the contribution they make to the wonderful diversity within our country. Our aim is to establish a harmonious society where community cohesion is underpinned by mutual respect and good relationships. To enable each and every learner to gain maximum benefit from their education the school will ensure that all are treated equally and given equal opportunity, regardless of racial origins, religious beliefs, sexuality, gender, disability, social or cultural background.

2 OBJECTIVES

- To ensure that an excellent education is offered to all learners regardless of racial origins, religious beliefs, sexuality, social or cultural background.
- To encourage all to see themselves and others as equal citizens of England within the United Kingdom. To enable all to succeed and to overcome the barriers that get in the way.
- To recognize and value all learners' achievements.
- To encourage self-confidence and self-esteem in all students.
- To ensure that all learners value and respect each other.
- To build a harmonious society based on tolerance, and respect for others, regardless of racial origins, religious beliefs, sexuality, social or cultural background.
- To ensure that the school has an ethos where there is no discrimination, prejudice or harassment.

3 STRATEGIES

- The school will monitor, evaluate and review all its practices and procedures to ensure all learners have equal rights, equal opportunities and equal access to an excellent education.
- Teaching and learning materials will be regularly monitored to ensure that they reflect our rich British culture, its history, and its heritage and our rich cultural diversity.
- Schemes of work will ensure that teaching and learning promote community cohesion.
- Staff training and INSET provision take account of this policy.
- The school rules will reflect this policy and promote community cohesion.
- All staff will be expected to contribute to the aims of this policy in their day-to-day work.
- The school aims, publications, assemblies, worship, curriculum and pastoral structure will promote an ethos that values and respects all learners.
- Regardless of racial origins, sexual origins, gender identity, religious beliefs or cultural and social background, all learners will be encouraged and supported to take a full and active role in school life, including the full range of extra curricular activities.

4 OUTCOMES

This policy will make a key contribution to the school's positive ethos. The headteacher and Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies especially the Equality Policy and Behaviour Policy.

5 EQUALITY

This policy is linked to our Equality Policy which, in part, states that:

At our school we will continuously strive to ensure that everyone is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential regardless of their gender, transgender, ethnicity, culture and religious background, sexuality, disability or special educational needs and ability. The school will work actively to promote equality and foster positive attitudes and commitment to an education for equality.

This we will do by:

- treating all those within the school community (e.g. pupils, staff, governors, parents and the outside community) as individuals with their own particular abilities, beliefs, challenges attitudes and backgrounds
- maintaining a school ethos which promotes equality, develops understanding and challenges, myths, stereotypes, misconceptions and prejudices
- encouraging everyone in our school community to gain a positive self image and high esteem
- having high expectations of everyone involved with the whole school community
- promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly
- identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all
- monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do

6 SAFEGUARDING

Hollingworth Primary School will always work to:

- Protect our children from maltreatment
- Prevent impairment of our children's health or development
- Ensure that our children are growing up in circumstances consistent with the provision of safe and effective care
- Undertake that role so as to enable our children and young people to have optimum life chances and enter adulthood successfully.

(Children's Act 2004)

Safeguarding is not just about protecting children from deliberate harm. It is a preventative agenda that helps children and young people achieve their full potential, regardless of negative factors such as poverty or social exclusion, by providing services and support to overcome barriers to achievement. It also includes issues relating to:

- health and safety
- bullying
- racist abuse
- Homophobic, Biphobic or Transphobic abuse
- harassment and discrimination use of physical intervention

- meeting the needs of children and young people with medical needs
- providing first aid
- drug and substance misuse
- educational visits
- internet safety
- site security