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**Race Equality Policy**

In caring about excellence and each other, and in promoting enjoyment and happiness through fulfilment, the members of Longton Primary School community believe in

**CARE through respect, support and togetherness**

**GROW through choice, opportunity and imagination**

**SHINE through challenge, achievement and celebration**

Race Equality Policy

Longton Primary School

**AIMS**

Our Race Equality Policy is an integral part of our school life and reflects our core values and ethos of the whole school community. As a school we recognise our statutory duty to eliminate racial discrimination and promote racial equality and good race relations in all that we do.

**LEADERSHIP, MANAGEMENT AND GOVERNANCE**

The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The Governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The Governors will develop their knowledge and understanding of race equality.

It will be the responsibility of the Headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The Headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. The Headteacher is the member of the senior management team with designated responsibility for race equality. Responsibilities will include the monitoring and reporting of racist incidents to the Governing body and the LA.

The Governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, but curriculum and the quality of pastoral care and guidance.

**Approaches**

The school will fulfil its commitment to race equality by:

* valuing diversity and by actively promoting good inter-personal and community relationships.
* promoting an atmosphere of mutual respect and trust among all members of the school community.
* ensuring that all staff, pupils and parents are treated with respect and dignity.

**Racism/racial harassment**

The school will fulfil its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the LA.

**Teaching and learning**

The school will fulfil its commitment to race equality by:

* ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.
* ensuring access to the curriculum for all pupils to meet their individual needs.
* ensuring that all teachers planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.
* creating learning environments where all pupils can contribute fully and feel valued.
* ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

**Achievement**

Longton Primary School will fulfil its commitment to race equality by having procedures to monitor attainment and achievement by racial groups in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.

**Attendance/Behaviour/Discipline/Exclusion**

The school will monitor pupil attendance, behaviour and exclusions by using the data to ensure that procedures are applied fairly and equitably to all pupils.

**Staff recruitment and career development**

The school will fulfil its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LA to allow it to fulfil its specific duty under the Act in line with LA guidelines.

**Community/Parental consultation**

The school will work in partnership with parents and the community to develop positive attitudes to racial diversity.

**Membership of the Governing Body**

The school will strive to ensure that membership of the Governing body reflects the community it serves.

**IMPLEMENTATION**

The school’s improvement planning process will be the main vehicle for implementing the policy. The process for implementation is as follows:-

* To ensure this policy is brought to the attention of all working in Longton Primary School.
* All subject leaders will ensure that race equality continues to be reflected in the curriculum and issues continue to be discussed and addressed through circle time and PSHE.

**REVIEW**

This policy has been constructed through drawing on guidance from Lancashire LEA.

This policy will be reviewed and, where appropriate, amended annually.