



Thornaby Church of England: Primary School

Racial Equality Policy

At Thornaby Church of England Primary School

We aim to develop the children's awareness of the diversity of the society in which we live.

We aim to make the whole of their school experience equip children to develop positive attitude towards a pluralistic society.

1. Racial Equality Statement of Principal

Discrimination on the basis of creed, colour, culture, origin, domestic background and ability is unacceptable in our school.

Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.

An objective for our school will be to educate, develop and prepare children, whatever their creed, culture, colour, origin or ability, for life.

An equal opportunities philosophy will be practised by all staff. (see equal opportunity policy)

We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.

As our school is not ethnically very diverse we are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.

We endeavour to make the school a welcoming place for all ethnic and national groups represented in the community.

We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.

2. Leadership, Management and Governance

The whole school will be proactive in promoting racial equality, good race relations and in tackling unlawful discrimination. This will be achieved through the intercultural dimensions planned into school assemblies and lesson planning, through the school ethos in action, and through the wider curriculum planned.

We will encourage, support and enable all pupils to achieve at Thornaby Church of England Primary School.

We will create an environment which respects and values cultural, linguistic and religious differences.

3. Roles and Responsibilities

The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities and that the policy and its related procedures and strategies are implemented.

The Head Teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.

Visitors and contractors will be made aware of and expected to comply with the school's equal opportunities and race equality policy.

Revised October 2012 - to be revised October 2014

Revised October 2014 - to be revised October 2016.

Revised October 2016 - to be revised October 2018

Revised October 2018- To be reviewed October 2020