



**Believe, Achieve, Succeed**

# **RACE EQUALITY POLICY**

<b>Responsibility for this policy lies with (Headteacher, Full Governing Body or Finance &amp; Premises Committee)</b>	Headteacher
<b>Policy approved date</b>	March 2026
<b>Policy due for review on</b>	March 2030



## **Our school**

The school is an important institution in shaping the future of our society, including the ability of people from different backgrounds to get along together to achieve their full potential free from racial discrimination and harassment

Vicars Green Primary School serves a catchment area that is culturally diverse. Many pupils use English as a second language. We strive to provide an environment that allows pupils equal access to the whole curriculum and that the total learning experience of school at every level implements equal opportunities for all, regardless of race, gender, class, status, sexual orientation, religion age and culture. We also encourage pupils to recognise question and combat inequality and injustice, to develop qualities of trust, tolerance and respect for other people.

The school explicitly fulfils its obligations under the Equality Act 2010 and the Public Sector Equality Duty, ensuring all pupils, staff, and visitors are treated fairly and equally.

## **Commitment to Race Equality**

*“Racism will not be tolerated at an individual level or at institutional levels in process, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people”*

**Macpherson, 1999.**

Regular staff training on equality, diversity, and anti-racism will be provided to ensure awareness and competence in handling all issues related to race equality. Measurable indicators, such as incident reduction and pupil/staff satisfaction, will be used to monitor effectiveness.

## **Race Equality at Vicars Green provides an ethos that:**

- Creates a school culture where everyone irrespective of race colour ethnic or national origin, feels valued and welcomed.
- Ensures all pupils and staff are encouraged to reach their full potential.
- Respects and values differences between people.
- Prepares pupils for life in a diverse society.
- Acknowledges the existence of racism opposes it and takes steps to prevent it.
- Ensures that an inclusive ethos is established and maintained.
- Is proactive in tackling and monitoring all forms of discrimination including racism, racial prejudice and harassment.

## **Leadership, Management and Governance**

We believe that the commitment and responsibilities of our governors, Headteacher, staff, pupils and visitors to the school are as follows:

### **Governing body**

The governing body is responsible for ensuring that the school complies with Race Relations legislation and implementing the policy and its related procedures and strategies.

The governing body will ensure the policy aligns with the Equality Act 2010 and Public Sector Equality Duty and will regularly review action plans with measurable outcomes.

### **Headteacher and Senior Leadership Team**

The Headteacher is responsible for implementing the policy and its related procedures and strategies; ensuring all staff are aware of their responsibilities and are given appropriate training and support and taking appropriate action in any case of racial discrimination.

The Senior Leadership Team (SLT) will conduct regular audits of curriculum, behaviour incidents, and staff/pupil feedback to monitor compliance and progress.

### **Staff**

All staff are responsible for dealing with racist incidents and knowing how to identify and challenge racial bias and stereotyping. Good practice should encourage the promotion of racial equality and good race relations and not discriminate on racial grounds. Any changes in the policy or the Equality Act will be disseminated to the staff at staff meetings.

Staff will receive ongoing professional development on anti-racism, equality, and inclusion, including guidance on how to support pupils from diverse backgrounds.

### **Pupils**

If pupils do not comply with the race policy, a member of the SLT will speak with the pupil about their behaviour and attitude and outline the expectations for pupils and staff at the school. A race report will be completed and kept by the Headteacher. More serious and persistent cases may need reporting to parents or other agencies.

A clear complaint pathway for pupils and parents will be provided to report incidents of racial discrimination or harassment.

## **Staff**

Incidents should be reported to the Headteacher in cases where:

- A racist incident involves one member of staff to another.
- A member of the staff accuses a member of the public.
- A pupil or member of the public accuses a member of staff

## **Procedures for recording and reporting Racist incidents**

There is no longer a requirement to report racist incidents to the LA but as a school we will continue to record incidents of racism against any member of the school community.

Records of incidents will be regularly reviewed by the Senior Leadership Team and governors, with trends analysed to ensure timely interventions and continuous improvement.

## **Policy Planning and review**

The Governing Body and the Senior Leadership Team is responsible for producing an action plan for monitoring aspects of school life in relation to race equality issues. This action plan should be reviewed annually and should provide a clear indication of issues involving race equality for the next three years.

The action plan will include measurable objectives, specific responsibilities, and deadlines for achieving improvements in race equality.

## **Availability and promotion of the policy.**

The policy is available to all members of staff and will be published on the school's website. Links with this policy should be made when all other policies are written and updated.

The policy will also be communicated to parents and pupils, and integrated with Safeguarding, Behaviour, Anti-Bullying, and PSHE policies to ensure consistency and visibility.

**Signed by.**

**Headteacher:** ..... **Date:** .....

**Chair of Governors:** ..... **Date:** .....