

This policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors.

What kind of school are we?

Ysgol-y-Waun is a primary school serving the villages of Gwernaffield and Pantymwyn and is maintained by Flintshire County Council (the Local Education Authority). The school teaches through the medium of English and caters for pupils from 3 to 11 years of age.

Ysgol-y-Waun offers its pupils a broad and balanced curriculum in line with the National Curriculum and the 'Foundation Phase Framework. It seeks to provide a wide range of experiences for pupils.

The School Mission Statement refers to our commitment to respects differences: -

- To provide a safe, happy, caring and purposeful environment at the centre of our village community.
- To work in partnership with parents, governors and the wider community in order to enhance the learning and personal development of all members of our school so that they achieve their full potential.
- **To promote diligence, truth, honesty and self-discipline and to respect differences and celebrate success.**

Guiding Principles

This policy was developed by the staff and governors of the school.

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications 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 participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

Aims of the race equality policy

Our race equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognize and welcome our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy will be an integral part of our school life and we are committed to: -

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination.

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 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, the curriculum and the quality of pastoral care and guidance.

Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body

How the school will fulfil its commitment to race equality

1.1 Ethos

The school will fulfill its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships.

The school will fulfill its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the school community.

The school will fulfill its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.

1.2 Racism/racial harassment

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

The school will fulfill 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, if necessary, reported to the LEA.

1.3 Curriculum/teaching and learning

The school will fulfill 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 the diversity that exists within the community.

The school will fulfill its commitment to race equality by ensuring access to the curriculum for all pupils to meet their individual needs.

The school will fulfill its commitment to race equality by ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.

The school will fulfill its commitment to race equality by creating learning environments where all pupils can contribute fully and feel valued.

The school will fulfill its commitment to race equality by ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

1.4 Achievement/attainment/assessment/progress

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

1.5 Attendance

The school will fulfill its commitment to race equality by monitoring pupil attendance by racial group and by using the data to develop strategies to address poor attendance.

1.6 Religious observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

1.7 Behaviour/discipline/exclusion

The school will fulfill its commitment to race equality by monitoring pupil behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

1.8 Staff recruitment and career development

The school will fulfill its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfill its specific duty under the Act.

1.9 Community/parental consultation

The school will fulfill its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.

1.10 Membership of the governing body

The school will fulfill its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.

1.11 Professional development of all staff

The school will fulfill its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

Implementation

The school's development/improvement planning process will be the main vehicle for implementing the policy.

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by regular policy reviews as part of the ongoing function of the governing body.

The school will publish annually the results of any monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified.

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Chair of Governors

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Date of Acceptance

To be reviewed on