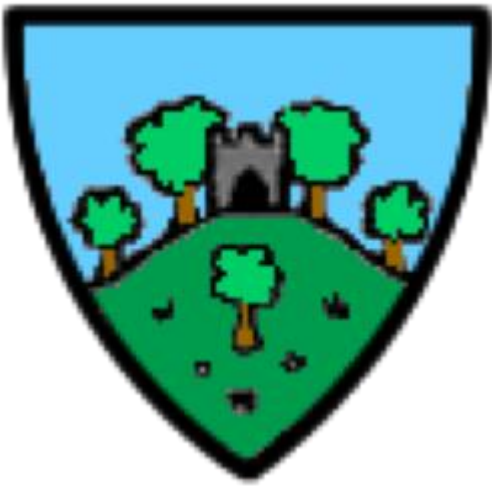




HOLTON LE CLAY SCHOOLS FEDERATION

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Race Equality Policy

Prepared by	D Hunt
Approved by	Full Governing Body
Adopted/reviewed Date	October 2024
Version Number	2
Next Review Date	December 2027



1) **AIMS AND VALUES**

1.1) At both Holton-le-Clay Infant and Holton-le-Clay Junior School we aim to promote equality of opportunity and good race relations between people of different racial groups. We will take action to eliminate unlawful racial discrimination between different racial groups.

1.2) The ethos at both schools is built upon tolerance, kindness and understanding, therefore diversity will be celebrated and racial equality addressed across the curriculum.

1.3) Both schools aim to produce a positive ethos through our words and actions by valuing and celebrating each others cultures so that children learn how to contribute constructively to a multi cultural, multi racial society.

2) **WHAT KIND OF COMMUNITY ARE WE?**

2.1) Both the Infant School and the Junior School are relatively small sized compared nationally but relatively large compared to LA schools. Most of our pupils (80%) coming from the village of Holton-le-Clay, a large rural village on the outskirts of a large town. Other pupils come from nearby smaller villages or the outskirts of Grimsby. The majority of pupils are white/British.

3) **TEACHING AND LEARNING/CURRICULUM**

- 3.1) All pupils will have the opportunity to achieve their full potential and have full access to the curriculum regardless of their racial group.
- 3.2) All staff will work to create an environment where all pupils contribute fully and feel valued.
- 3.3) Teachers/support staff will challenge stereotypes and build pupils awareness so that they can detect bias and challenge racial discrimination.
- 3.4) The school will provide a broad, balanced curriculum that investigates other cultures.
- 3.5) Opportunities to address the issues surrounding equality will include numerous curriculum areas including literacy, RE, history and acts of worship.
- 3.6) The school will make sure all pupils and staff are appropriately supported and their needs met through all the relevant agencies and that materials used will be appropriate cultures, races and religions and display positive images of different people and cultures.

4) **STAFF RECRUITMENT AND PROFESSIONAL DEVELOPMENT**

- 4.1) The employment and professional development of staff will be conducted on a basis of equal opportunity.
- 4.2) Members of staff will attend any relevant courses and report back to the rest of the staff.

5) **PARTNERSHIP WITH PARENTS AND THE COMMUNITY**

- 5.1) The schools places great importance on good open links with pupils and families.
- 5.2) The school information whenever possible is accessible to all parents by verbal communication or having it translated into the appropriate language.
- 5.3) We encourage the parents and community to take a full role in supporting their children and school.

6) ADMISSIONS AND ATTENDANCE

- 6.1) There will not be discrimination in terms of admission to our school. Applications will be treated equally regardless of racial group.
- 6.2) Staff will follow up absence of pupils in line with school policy.
- 6.3) Where requested the school will look favourably on request for absence due to religious observance.

7) BEHAVIOUR, DISCIPLINE AND EXCLUSIONS

- 7.1) Incidents of racism will be dealt with in line with the school behaviour policy.
- 7.2) All incidents of racism will be challenged and reported to the Headteacher who will make a written record using the racist incident log on Cpoms.

8) MONITORING AND EVALUATION

- 8.1) The schools will evaluate all data to ensure that it is not discriminating against ethnic minorities. This will include value added information on pupils progress.

9) LEADERSHIP, MANAGEMENT AND GOVERNANCE

- 9.1) The school is committed to implementing the 2000 amended Race Relations Act of 1976.
- 9.2) The schools will review the policy 3 yearly in consultation with the federated governing body
- 9.3) The governors will monitor and evaluate the implementation of the policy

Reviewed as part of our Equality Scheme