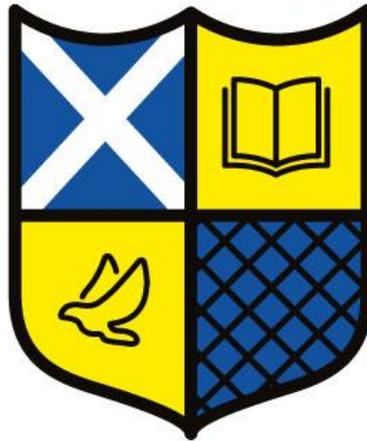


# St Andrew's C.E. Primary School

## Race Equality Policy



Approved by: Full Governing Body

Date: November 4<sup>th</sup> 2025

Last reviewed on: Nov 2025

Next review due by:

October 2026

**Our Vision: Inspire a love of learning and enjoy 'life in all its fullness', ensuring that everyone can flourish and be the best that they can be. John 10:10**

We will fulfil our vision through the application of our core values: **courage, curiosity, joy, love and respect**. Within a joyful, inclusive and caring Christian environment, our school family will embrace challenge, celebrate achievement, inspire a love of learning and enjoy 'life in all its fullness', ensuring that everyone can flourish and be the best that they can be. St. Andrew's C. E. Primary School aspires to enable all pupils to become:

- Independent, motivated and successful learners
- Confident, happy and secure individuals
- Responsible and respectful members of society

## St Andrew's C. E Primary School Race Equality Policy

(This policy runs alongside the Equalities Information and Objectives Policy)

St Andrew's C. E Primary School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community across the entire curriculum. Cultural and ethnic diversity will be valued across the whole curriculum, in the school workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the school places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society. We acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers. We recognise we live in a multi-cultural and multi-faith community and we will strive to recruit a workforce to reflect this.

We will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the school community
- Promote good relations between people of different racial groups
- Ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.
- Apply safeguarding procedures through the PREVENT strategy if we have concerns regarding any forms of extremism or radicalisation.

### DEFINITIONS

- **Racism** - Racism is when a person or community are treated worse, excluded, disadvantaged, harassed, bullied, humiliated or degraded because of their race or ethnicity. \*Race or ethnicity includes people's colour, and nationality (including citizenship) ethnic or national origins.
- **Institutional racism** – The collective failure of an organisation to provide an inclusive, appropriate and professional service and working environment to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.
- **Racial incident** - We accept the definition of a racist incident as included in the recommendations of the inquiry into the death of Stephen Lawrence. A racial incident is any incident which is perceived to be racist by the victim or any other person.

### RESPONSIBILITY

It is the responsibility of all members of the school community to:

- Promote race equality and support the implementation of the Racial Equality Policy including Racial Incidents Reporting via CPOMS which is our safeguarding system.
- Behave in a manner which respects and values cultural and linguistic diversity.
- Challenge and eliminate racial discrimination, racial harassment and racial abuse.

### SCHOOL POLICIES

As school policies come up for review, we will pay attention to reviewing their contribution and effectiveness in supporting the aim of racial equality, and revise them with this aim in mind. This policy is also aligned with Brighton and Hove City Council's anti-racist schools strategy, and the school adopts the 7 pillars approach and uses these to report on progress (see Annexe).

### CURRICULUM

St Andrew's provides a broad and balanced curriculum for all pupils. The school accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils
- Responding to pupils' diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils

Our curriculum leaders are responsible for ensuring their subject programmes/schemes of work raise awareness of cultural diversity and challenge stereotypical views of different racial groups and travelling communities. In the purchase of resources, our curriculum leaders will use materials that reflect and celebrate ethnic and cultural diversity wherever

possible. We welcome feedback on materials used and suggestions of suitable resources that achieve this from pupils, staff, parents and carers.

### **TEACHING AND LEARNING**

St Andrew's strives to ensure that teaching and learning styles include and raise achievement of all pupils. We will ensure that school methods of assessment do not disadvantage pupils for whom English is an Additional Language. We will ensure that grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils. Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality. Our diverse community will be reflected within the school environment to ensure all children and their families experience a sense of belonging within a space where their heritage is visible, valued and celebrated.

### **STAFFING AND GOVERNANCE**

St Andrew's will strive to ensure diversity, including ethnic and racial diversity in its staff and governance. The school will continually analyse data on diversity in application, shortlisting, recruitment and retention and will seek to adopt recruitment strategies to encourage greater diversity. The school will also work with the local authority to examine and address trends across the Brighton and Hove education sector. Recruitment for staff and governor positions state that they actively encourage qualified applicants from diverse backgrounds.

### **COMMUNITY CONSULTATION AND PARTNERSHIP**

St Andrew's is committed to working in partnership in promoting racial harmony. We will encourage representation on the school staff and governing body to ensure they reflect the ethnic profile of our school population and the community. We will welcome minority ethnic community and faith groups to join in the celebration of cultural and religious festivals in our school. We will take positive action to ensure that communication is accessible to all. We will ensure that all community groups using the school building are aware of our Race Equality Policy.

### **RACIAL INCIDENTS**

St Andrew's will not tolerate any form of racial harassment or abuse. All incidents of racial harassment or abuse are reported to the Headteacher and recorded using the safeguarding tool CPOMS, as described in the school's Behaviour and Anti-Bullying Policies. Both the person originating the racist incident and the victim, as well as the parents or carers of both, are spoken to in such an event and the school works with all parties to resolve any issues through a restorative justice approach. All staff are responsible for implementing these procedures and will receive training to enable them to implement the procedures fairly and confidently.

### **RECORD KEEPING AND ACCOUNTABILITY**

All forms of inappropriate behaviour will be recorded via CPOMs. Governors are kept up to date about the number of racist incidents and cases that are racist in nature via the Head teacher's report. The nature and trends of these incidents are discussed during regular Governors meetings.

### **ETHNIC MONITORING**

St Andrew's will ensure that monitoring of the pupil population and the workforce that is undertaken to ensure equality of opportunity and high achievement for all groups includes attention to ethnic backgrounds. This includes identifying and addressing areas of potential bias in staff recruitment and retention policies. The Headteacher will ensure that data on the ethnic profile of the school is used to monitor the impact of policies on pupils, staff and parents from different racial groups.

### **MONITORING AND REVIEW**

Monitoring and review of all policies related to racial equality will inform the development of the school's annual equalities objectives. St Andrew's is committed to developing systems to monitor by racial group where feasible, for instance in relation to attainment, attendance, racist incidents, exclusions.

The Headteacher will assign responsibilities to staff for each area and ensure training and support is provided as appropriate.

### **REVIEW OF THE RACE EQUALITY POLICY**

The Race Equality Policy shall be reviewed annually by the full governing body.

Agreed by Governing Body – November 2025

**ANNEX**

This policy is aligned with Brighton and Hove City Councils Anti-racist schools strategy and adopts the seven pillars as a framework for tackling racism across different areas of school life:

