

ST MARGARET'S C.E. PRIMARY SCHOOL, ANGMERING

POLICY FOR RACE EQUALITY

CONTEXT

- St Margaret's School is a large village Primary School situated on the northern edge of a large village with a population of 6000. It serves a very mixed social area, with some families living in social housing and others in significantly more expensive properties. The largest urban conurbation is Littlehampton, some 4 miles away on the coast.
- The ethnic composition of both staff and pupils is principally white although there are a few children from a variety of other ethnic backgrounds.
- There are few children for whom English is an additional language.
- The school openly welcomes both pupils and staff from a variety of racial and cultural backgrounds, as it is recognised that this provides diversity within the School. Although a Church of England Aided School, the admissions policy gives priority to residents in the village over church affiliation.

AIMS

The school has a strong Christian ethos, which is reflected in its mission statement:

“We seek to be a learning centre of excellence at the heart of the local community, fostering the intellectual, spiritual and emotional development of all who play a part in the school, looking to follow the teachings of Jesus in all we do.”

The school is committed to the promotion of race equality and good race relations as well as the elimination of unlawful racial discrimination. The following statement of intent reflects this:

In this school we:

- Ensure that all pupils and staff are encouraged and able to achieve to their full potential
- Respect and value differences between people
- Prepare pupils for life in a diverse society
- Acknowledge the existence of racism and take steps to prevent it
- Make the school a place where everyone, irrespective of their race, colour, ethnic or national origin, feels welcomed and valued
- Oppose all forms of racism, racial prejudice and racial harassment
- Are pro-active in tackling and eliminating unlawful discrimination
- Have clear procedures in place to ensure that all staff deal with all forms of bullying and harassment promptly, firmly and consistently
- Ensure that all incidents of harassment are recorded and monitored

- Have staff who are trained to deal effectively with all bullying, racist incidents, racial harassment and prejudice

CURRENT PRACTICE

- The school recognised that although there are very few children from other racial backgrounds within it, there is still a strong need to educate the children so that they can appreciate what it is like to be part of a racially diverse society. Every opportunity is taken to broaden the children's horizons and to plan experiences for them, which will enrich their own lives. We have strong links with two schools in Africa, providing them with financial support as well as exchanging correspondence. We welcome visitors from other cultural backgrounds and feature the study of life in other countries as part of our curriculum.
- The school has built up a number of resources and teaching aids, which show life in other cultures and within our racially diverse country.
- All racial incidents are reported and dealt with by the Headteacher
- Any racial incidents are in turn reported to the Governors at their half termly meetings, who have power to act in what they feel is the most appropriate way
- Currently it is not felt appropriate to monitor the performance, attendance and exclusion rates of pupil from different racial backgrounds, as there are insufficient numbers for this to warrant group analysis. Performance data of all children are considered individually and on a gender basis.

FUTURE CONSIDERATIONS

The Senior Management Team will monitor the implementation of this policy on a yearly basis. Members of the Governors' Policy Committee will keep the policy under review in the knowledge that if circumstances change in terms of intake of the school the policy will need modifying.