ST.ANNE'S COPP CHURCH OF ENGLAND PRIMARY SCHOOL, GREAT ECCLESTON

RACE EQUALITY POLICY



"Let us love, not in word, but in truth and action." (1 John 3:18)

SEPTEMBER 2026

Approved by GB: September 2026
Next review due: September 2027

In building solid foundations for every unique individual and putting God's love at the centre of all we do, our children learn to embrace our diverse world. We encourage our children to learn universally in order to understand our heritage and roots as a village, town, region and nation. Through strong community links, our children grow in compassion and understanding, promote justice and possess commitment and aspire to make a positive difference. We offer an ambitious curriculum that ignites curiosity along with high personal expectations that fosters resilience and which enables them to flourish. Our children are easily distinguished by the courage they show when making brave choices and understand the importance of becoming the very best versions of themselves.

St. Anne's Copp CE Primary School, Great Eccleston is committed to loving in truth and action. Because of this, it sets high academic and social standards and it is committed to providing a friendly, ordered and stimulating environment in which all children are given the opportunity to:

- acquire the knowledge, skills, concepts and attitudes appropriate to their age and level of development;
- be encouraged to reach their full potential in all areas of the curriculum;
- become more independent as they acquire the necessary skills and knowledge in order to participate in a changing world;
- understand the diverse world in which they live
- grow in confidence and self-esteem through positive actions such as praise, reward and mutual respect;
- be happy in the knowledge that they are valued as individuals;
- develop a caring attitude towards and concern for their immediate environment and the world in which they live;
- develop a set of personal values and attitudes such as honesty, truthfulness, reliability, consideration for and acceptance of others.

AIMS OF THE RACE EQUALITY POLICY

Our race equality policy builds upon our intent to love everyone in truth and action, core values and ethos of the whole school community. We understand 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.

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 to implement this policy 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. Every member of staff has a responsibility, under the Headteacher, for ensuring that the policy is implemented fully. Responsibilities of the Headteacher include the monitoring and reporting of racist incidents to the Governing Body and the LA.

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.

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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 love in truth and action and 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.

FULFILLING OUR COMMITMENT TO RACE EQUALITY

Ethos
The school will promote an atmosphere of love, mutual respect and trust among all members of the school community.

Racism/Racial Harassment
The school will deal firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the LA and that appropriate action is taken in response to any such incident.

Curriculum/teaching and learning
The school will ensure that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.
Members of staff will be encouraged to look at diversity when planning topics to ensure that pupils have a broad and balanced view of the world.
Diversity will be discussed at least half termly at staff meetings.
Diversity will be part of SMSC teaching, learning and general ethos.

Achievement/attainment/assessment/progress
The school will strive to maintain equally high expectations of all pupils.

Staff recruitment and career development
The school will monitor and evaluate employment practices and by reporting to the LA to allow it to fulfil its specific duty under the Act (Refer to Lancashire's Guidelines on Recruitment, Selection and Interviewing).

Community/parental consultation
The school will work in partnership with parents and the community to develop positive attitudes to racial diversity.

Membership of the Governing Body
The school will strive to ensure that the membership of the Governing Body reflects the community it serves.

Professional development of all staff
The school will ensure equality of access to professional development and training for all staff.