

WEST WITTERING PAROCHIAL CHURCH OF ENGLAND PRIMARY SCHOOL

Vision Statement



Enjoy, Achieve, Aspire

We are a community committed to providing positive learning opportunities for all within a framework of Christian values and practice. We achieve this through:

- Fostering a sense of fun
- Valuing creativity and imagination
- Developing self-belief
- Challenging all to aim high

EQUAL OPPORTUNITIES AND INCLUSION POLICY, including Race Relations Policy

Rationale

Inclusion/equality of opportunity is concerned with the entitlement of all pupils whatever their age, gender, ethnicity, ability, attainment and background to access educational experiences which will enable them to develop their full potential. It touches on every aspect of school life and provision is made for the achievement of different groups of pupils within our school.

Our pupils come from a variety of locations and environments, bringing with them their own social, economic, ethnic and religious backgrounds. We are very aware that children have differing abilities and needs. All families/parents/carers are encouraged to become active members of our school community contributing as they feel appropriate. We are all unique individuals and strive towards creating a Christian ethos and atmosphere where **everyone** is regarded as being of equal value in our school community. The teaching and learning, achievements, attitudes and well being of every person matters.

Aims and Objectives

We aim to fulfil our Vision Statement through:

- establishing high and realistic expectations for all our pupils;
- developing positive attitudes towards diversity and encouraging pupils to value each other irrespective of ethnicity, gender or ability;
- developing the skills, attitudes and values which will enable pupils to be critically aware of what they see, hear and read;
- raising and developing pupils' self-esteem and confidence in their own abilities;
- promoting and expecting the same standards of behaviour from both boys and girls;
- positively encouraging all pupils to become assertive and caring;
- discouraging expectations based on stereotypes.

Our Policy in Practice:

Curriculum

- every effort is made to give pupils equal access to the whole curriculum; individuals with special needs may require additional support and reasonable adjustments in order to access the whole curriculum
- pupils develop the necessary skills to recognise and challenge bias and prejudice;
- the curriculum positively reflects the contribution to human development of both men and women, people from a range of cultures and people with disabilities;
- the curriculum reflects and teaches about changing roles in society;
- pupils are encouraged to take responsibility for their own learning in all areas of the curriculum.

Organisational Procedures

- all pupils are given opportunities to organise, lead and care for others;
- rules regarding appearance and dress are enforced sensitively and with respect of different cultures and traditions;
- all staff, and pupils understand how to respond to incidents of discrimination;

Language

- the written and spoken language of adults and pupils promotes positive attitudes towards all people irrespective of gender, ethnicity or ability;
- the linguistic diversity of pupils is valued and used to enrich the curriculum and support learning;
- provision for pupils requiring language support facilitates access to the curriculum;
- sexist, racist and other derogatory language is challenged and discouraged.

Resources

- resources and materials positively reflect the diverse nature of society;
- pupils have equal access to resources, including computers, technical equipment and adults' time and attention; individuals with special needs may require additional support and reasonable adjustments in order to access resources;
- there is an agreed approach to the selection, review and purchase of resources and materials based upon principles of equality of opportunity;
- resources and materials present positive images that challenge stereotypes.

Community

- parents and pupils are fully aware of the school's commitment to inclusion/equality of opportunity;
- the whole school community is involved in the development and implementation of the policy on inclusion/equality of opportunity;
- all parents are given a range of opportunities to be involved in decisions relating to the education of their children;
- inclusion/equality of opportunity is reflected throughout the school policies.

Review and Evaluation

The Headteacher is ultimately responsible for ensuring this policy is carried out. She will monitor attitudes and actions in the school linked to this policy, and ensure appropriate support and guidance is available for all parties.

The Governing Body supports the Headteacher and staff in maintaining a fully inclusive approach to all aspects of school life. This may lead them to take further action, such as asking questions of the Headteacher, or recommending consideration of specific action points as a result of their monitoring. They will review this policy every three years.

S.O'Boyle
November 2012

PROMOTING RACE EQUALITY POLICY

At West Wittering Parochial C.E.Primary 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 origins, feels safe, welcomed and valued.
- Promote good relations between different racial groups within the school and within the wider community.
- 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. (See also anti bullying policy)
- Ensure that all incidents of harassment are recorded and monitored.
- Have staff who are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice.

Leadership and Management

All staff, governors, pupils, parents and visitors to the school are responsible and committed to:

- actively tackling racial discrimination, and promoting equal opportunities and good race relations;

- encouraging, supporting and helping all pupils and staff to reach their potential;
- working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice; and
- making sure the race equality policy and its procedures are followed.

Governing Body

The governors are responsible for:

- making sure the school complies with the amended Race Relations Act 1976, and
- making sure the race equality policy and its procedures are followed

Headteacher

The Headteacher is responsible for:

- making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- making sure the race equality policy and its procedures are followed;
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out;
- taking appropriate action in cases of racial harassment and racial discrimination;
- co-ordinating work on race equality; and

- dealing with reports of racist incidents in line with guidance from West Sussex Harm Reduction Team;

All Staff

All staff are responsible for:

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

Parents and Visitors

All parents and visitors:

- knowing, and following, our race equality policy.

Contractors

Contractors on site will be expected to follow our race equality policy.

Links to Other Policies

The following policies and documents may have relevant links:

- Curriculum Planning and in particular Medium Term Planning documentation, including Personal, Social, Health and Citizenship Education planning
- Inclusion/Equality of Opportunity
- Behaviour Policy
- Assessment Policy
- School Prospectus
- School Improvement Plan

Monitoring and Review

The Headteacher is ultimately responsible for ensuring this policy is carried out. She will monitor attitudes and actions in the school linked to this policy, and ensure appropriate support and guidance is available for all parties.

The Governing Body supports the Headteacher and staff in maintaining good race relations in all aspects of school life. This may lead them to take further action, such as asking questions of the Headteacher, or recommending consideration of specific action points as a result of their monitoring. They will review this policy every three years.

Breaches of the Policy

Any breaches of this policy by pupils, staff and others will be dealt with in the first instance by the Headteacher, who will involve the Chairman of Governors and Local Education Authority as appropriate, based on Local Authority guidance from the Harm Reduction Team.

S.O'Boyle
November 2012