

West Exmoor Federation



Policy for Equal Opportunities and Race Equality

October 2007

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Aims and Values

The West Exmoor Federation comprises of Lynton CE Primary School, Parracombe CE Primary School and Kentisbury Primary School. Each school is situated in a rural North Devon with approximately 150 pupils on roll aged from 4-11. Members of each school community represent a range of creed, colour, culture, origin, domestic background and ability. Within the context of a both Church of England Schools and a Community School we aim to:

- develop the children's awareness of the diversity of the society in which we live;
- make the whole of their school experience equip children to develop positive attitude towards a pluralistic society.

Equal Opportunities Statements of Principle

- Discrimination on the basis of creed, colour, culture, origin, domestic background and ability is unacceptable in our schools.
- Every person in our schools will contribute towards happy and caring environments by showing respect for and appreciation of each other, as individuals.
- An objective for our schools will be to educate, develop and prepare children, whatever their creed, culture, colour, origin or ability, for life.
- An equal opportunities philosophy will be practised by all staff.
- We promote the principles of fairness and justice for all through the education that we provide in our schools.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the schools.

Race Equality Statement Of Principles

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- As our schools are not ethnically very diverse we are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make the schools a welcoming place for all ethnic and national groups represented in the community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve, whilst taking into account the need for employees to have empathy with the Christian faith with Lynton and Parracombe Schools.

Leadership, Management and Governance

- Each school will be proactive in promoting racial equality, good race relations and in tackling unlawful discrimination. This will be achieved through the intercultural dimensions planned into school assemblies and lesson planning, through the school ethos in action, and through the wider curriculum planned.
- We will encourage, support and enable all pupils to achieve at our Schools.
- We will create environments which respect and value cultural, linguistic and religious differences.

Roles and Responsibilities

- The Governing Body is responsible for ensuring that the schools fulfil their legal responsibilities and that the policy and its related procedures and strategies are implemented.
- The Executive Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.
- There is a member of staff (Jayne Peacock) responsible for co-ordinating racial equality work and dealing with reported incidents of racism and harassment.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge any cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.
- Visitors and contractors will be made aware of and expected to comply with the school's equal opportunities and race equality policy.

Policy Planning and Review

We will ensure that the principles and procedures above feature in all policies and practices, especially in:

- Pupil's progress, attainment and assessment, including ethnic monitoring;
- Behaviour, discipline and exclusions;
- Teaching and Learning;
- Admissions and Attendance;
- The Content of the Curriculum;
- Staff Recruitment and Professional development;
- Partnership with Parents and Communities.

Implementing the Policy

We will ensure the implementation of the policy through:

Monitoring. Staff with responsibilities for the area outlined above will monitor the effectiveness and impact of the race equality and equal opportunities policy.

Action Plan. This will be developed focussing on areas for development and staff training.

Awareness. The policy will be incorporated in the school's prospectus. Parents/carers and all governors, teaching and non teaching staff will have their own copy.

Monitoring and Evaluation

The Executive Headteacher will collect, study and use quantitative and qualitative data relating to the implementation of this policy and report to the Governors' curriculum committee. The progress and targets of ethnic minority children will be monitored on a termly basis. School self reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making.

Adopted on:

Due for review on: