## The Forest Four D B A TNew Logo 2014 (8)

**Knelston Primary School**

## **Race Equality Policy**

At Knelston Primary School we recognise and celebrate the uniqueness of each child through a programme of learning that promotes challenge and personalised education at all levels. Through this, we encourage creative and critical thinking alongside stimulating and meaningful experiences.

The United Nations Convention on the Rights of the Child (UNCRC) is at the heart of our school’s ethos and practice. As a right’s respecting school we teach about children’s rights and model rights and respect in our relationships and practice. We continually aim to provide an inclusive, enabling environment which gives all children a voice and empowers them to achieve.

Our curriculum celebrates the diversity within our school and equips our children with the skills and attributes required to fulfil the four core purposes of the Curriculum for Wales.

Our school strives to create a nurturing environment with strong, open and positive partnerships between adults, children and the wider community, that ensures the well-being of all.

### General Statement of Policy

Knelston Primary School is committed to working towards race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. Our school is opposed to all forms of racial prejudice and discrimination. Language or behaviour, which is racist or potentially damaging to any ethnic or racial group, will not be tolerated. Knelston Primary School recognises that Wales and the UK have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are adequately prepared to live in such a diverse society. All employees have a responsibility to read, understand and comply with this policy.

Responsibilities.

Governing Body.

* The Governing Body of Knelston Primary School is responsible for ensuring that the school complies with Race Relations Legislation, including the general and specific duties in the amended 2000 Act.
* With assistance from the Headteacher, the Governing Body has responsibility for implementing appropriate courses of action to enable the school to adhere to this Race Equality Policy.
* The Governing Body of Knelston Primary School will include Race equality issues as a regular item on the agenda of Governing Body meetings and has a named governor for Equalities, who is Dawn Thomas

Headteacher.

* The Headteacher has overall responsibility, with the Governing Body, for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.
* The Headteacher will ensure that staff receive training and are informed of the implications, including the relevant legislation.

Named Person for Racist Incidents.

* The named person for Racist Incidents at Knelston Primary School is the Headteacher.
* The named person will ensure that all reported racist incidents are recorded in a register and that the Authority’s Racist Incident Report form is completed and forwarded to the LEA.

Named Person for Equalities

* The named person for equalities or Equal Opportunities at Knelston Primary School is the Headteacher.
* The named person for Equalities will ensure that the school regularly reviews and evaluates all policies and practices in relation to Race Equality. Targets for improvement will be set to address aspects of inequality or disadvantage emerging from a regular review of progress.

Health & Well –being Team

* The team for Health & Well-being​ is Philip Jenkins, Kate Porter and Nicola Jones(governor)
* They will ensure that race and cultural diversity issues are addressed in the implementation of the PSE Framework throughout the school, developing attitudes and values which promote understanding of diversity and equality, which encourage positive, healthy relationships and which challenge racism.
* They will ensure that all religions are taught in a positive balanced way, that different viewpoints are always valued and respected and that stereotypical views of particular faith groups are not perpetuated but examined in an objective, relevant manner.

Teaching Staff

* Teaching Staff of Knelston Primary School are responsible for keeping themselves up-to-date with Race Relations legislation and Equality matters.
* Teaching Staff will know how to deal with racist incidents in the classroom, how to promote diversity and how to identify and challenge bias and stereotyping.
* Teaching staff will encourage positive working relationships between pupils and ensure that pupils of all racial and ethnic groups are included in all activities and have access to the curriculum.
* Teaching staff will not discriminate, or allow personal feelings, prejudices or assumptions about racial or ethnic groups to affect their treatment of particular pupils, parents or other staff.

Support Staff including administrative staff, lunchtime supervisors, catering staff and caretakers)

* Support staff of Knelston Primary School will ensure that they do not discriminate when carrying out their functions, or allow personal feelings, prejudices, assumptions or stereotypes about racial or ethnic groups to affect their treatment of particular pupils, parents or other staff.

Visitors and contractors working on site.

* All visitors or contractors working on site at Knelston Primary School will be made aware of the school’s policy on race equality and incidents of racial harassment.

Communication.

This policy is available on request for parents, visitors and members of the wider community.

This policy will be reviewed annually.

Date: September 2020

Signed Headteacher Signed Chair of Governors

