



St Mary's R C Primary School, Clive Road, Failsworth, Manchester M35 0NW

Tel: 0161 681 6663

Email: [info@st-marys.oldham.sch.uk](mailto:info@st-marys.oldham.sch.uk)

Head Teacher: Ms M Garvey

## **ST MARY'S RC PRIMARY SCHOOL RACE AND EQUALITY POLICY**

### **OVERVIEW**

The ethos of this school will reflect the rich tapestry of different races and cultural backgrounds that make up the rich cultural heritage of England within the United Kingdom. These differences are valued for the contribution they make to the wonderful diversity within our country. Our aim is to establish a harmonious society where community cohesion is underpinned by mutual respect and good relationships. To enable each and every learner to gain maximum benefit from their education the school will ensure that all are treated equally and given equal opportunity, regardless of racial origins, religious beliefs or cultural background.

### **OBJECTIVES**

1. To ensure that an excellent education is offered to all learners regardless of racial origins, religious beliefs or cultural background.
2. To encourage all to see themselves and others as equal citizens of England within the United Kingdom.
3. To enable all to succeed and to overcome the barriers that get in the way.
4. To recognize and value all learners' achievements.
5. To encourage self-confidence and self-esteem in all students.
6. To ensure that all learners value and respect each other.
7. To build a harmonious society based on tolerance, and respect for others, regardless of racial origins, religious beliefs or cultural background.
8. To ensure that the school has an ethos where there is no racial discrimination, prejudice or harassment.

### **STRATEGIES**

1. The school will monitor, evaluate and review its all its practices and procedures to ensure all learners have equal rights, equal opportunities and equal access to an excellent education.
2. Teaching and learning materials will be regularly monitored to ensure that they reflect our rich British culture, its history, and its heritage and our rich cultural diversity.
3. Schemes of work will ensure that teaching and learning promote community cohesion.
4. Staff training and INSET provision take account of this policy.
5. The school rules will reflect this policy and promote community cohesion.
6. All staff will be expected to contribute to the aims of this policy in their day-to-day work.
7. The school aims, publications, assemblies, worship, curriculum and pastoral structure will promote an ethos that values and respects all learners.
8. Regardless of racial origins, religious beliefs or cultural background, all learners will be encouraged and supported to take a full and active role in school life, including the full range of extra-curricular activities.

### **OUTCOMES**

This policy will make a key contribution to the school's positive ethos. The headteacher and

Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies especially the Equal Opportunities Policy Citizenship Policy and Behaviour Policy.

### **EQUALITY OBJECTIVES**

The Equality Act 2010 replaced nine major pieces of legislation to make it easier understand each school's legal responsibility to tackle inequalities in education.

Avoiding discrimination and promoting equality supports the agenda of improving the attainment and progress of all pupils, regardless of their circumstances and backgrounds.

St Mary's Equality Objectives:

- To promote spiritual, moral, social and cultural development through all appropriate curricular and extra-curricular opportunities. We aim to meet this objective with particular reference to issues of equality and diversity.
- To reduce prejudice and increase understanding of equality through direct teaching and incidental opportunities across the curriculum.
- To move beyond deterministic Notions of fixed ability and to model learning and teaching that avoids labelling.
- To promote cultural development and understanding through a rich range of experience, both in and beyond the school.
- To eradicate prejudice related bullying of any kind in relation to the protected characteristics list in the Equality Act 2010.
- To tackle prejudice and promote understanding in relation to people with disabilities.