

RACE EQUALITY POLICY

Fletewood School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to:

“Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.”

Fletewood School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and celebrate diversity.

We recognise:

- That God requires of us acceptance of others as He accepts us
- The opportunities Citizenship presents for encouraging ‘respect for diversity’
- The importance of Global Citizenship
- The importance of strong home/school and wider community links
- Our duty under the Equality Act 2010 to promote race equality actively

The definition of institutional racism is “the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour, and ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people”.

A racist incident is “any incident which is perceived to be racist by the victim or any other person”.

Fletewood School will not tolerate racial harassment of any kind. We are committed to combating racial discrimination.

Actions to ensure Race Equality

1. We shall undertake to ensure that race equality is regularly included on the agenda of staff meetings.
2. As a result of this, we will:
 - Set race equality targets when needed.
 - Devise an action plan to ensure targets are met.
 - Make the policy and targets known to all teaching and ancillary staff, pupils and parents/carers when deemed necessary.
 - Monitor pupils by ethnic group.
3. The Race Equality Policy will be reviewed annually by the Headteacher and Governing Body.

Policy Date: February 2024

Review Date: February 2026