WINSFORD HIGH STREET COMMUNITY PRIMARY AND NURSERY SCHOOL

RACE EQUALITY POLICY

DATE ADOPTED	Autumn 2013
LAST REVIEWED	Spring 2026
AUTHOR/OWNER	M Joule
REVIEW CYCLE	2 Years
NEXT REVIEW DATE	Spring 2028

Winsford High Street Community Primary & Nursery School

RACE EQUALITY POLICY



Purpose

Through this policy we aim to demonstrate our commitment to:

- An active intolerance of racial harassment of any kind.
- Promoting race equality.
- Promoting good race relations.
- Challenging racial discrimination.

Values framework

- The school strives to ensure that the culture and ethos of the school is one in which, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect**.**
- We will promote these beliefs through the lessons and subjects we teach, the learning support we provide: our relationships with parents, employers, community groups and through all other activities.
- We tackle racism and discrimination, and promote racial equality and good race relations.
- We work in partnership with parents and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice.
- We have adopted the Local Authority's Statement of Purpose, Values and Principles.

Educational Aims

As part of its work to promote racial equality, the school aims to ensure that within its educational provision children are offered opportunities to**:**

- Understand and celebrate diversity
- Learn about racial equality in a variety of curriculum areas
- Develop an understanding of global citizenship
- Understand the power of language particularly relating to the verbal abuse of someone because of their race and/or ethnicity
- Develop an understanding of their rights, the rights of others, and their responsibilities to each other
- Develop an understanding and appreciation of religious beliefs and cultures
- Recognise and challenge racist attitudes and behaviour
- Develop emotionally and intellectually

We acknowledge that the development of understanding regarding racial and ethnic diversity is progressive and we will work with governors, staff, parents and the LA in order to develop our understanding and ability to work with children particularly in relation to racist incidents.

The Equality Act 2010- High Street fully embraces the Equality Act 2010.

Responsibilities

Governing Body

- To ensure that the school complies with Race Relations legislation, including the general and specific duties
- To ensure that the policy and its related procedures and strategies are implemented

Headteacher

- Together with the governing body, ensure that the policy and its related procedures and strategies are implemented
- To ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities
- To take appropriate action in any cases of racial discrimination

All staff

- To deal with racist incidents, and know how to identify and challenge racial bias and stereotyping
- To promote racial equality and good race relations and not discriminate on racial grounds
- To keep up to date with race relations legislation by attending training and information events organised by the school, LA or other agency
- To record any racial incidents on CPOMs.

Teaching staff

- To ensure that pupils from all racial groups have full access to the curriculum
- To promote racial equality and diversity through teaching and through relations with pupils, staff, parents and the wider community
- To promote racial equality through weekly PSHE sessions and assemblies

Racial Incidents

We will consider every racial incident in the light of the particular circumstances.
If pupils are involved we will take into account their age and the nature of the incident.
We will call on support from Cheshire West and Chester, Halton and Warrington Race Equality Council (CHAWREC), the Police or other agencies as appropriate.

The Management of Race Related Incidents on School Premises

The physical and mental well being of children and young people is fundamental to the practice of this policy. The school will work to ensure that children feel able to express their concerns about verbal and/or physical abuse in order that the issues can be dealt with in a constructive and coherent way. A child's concerns will always be taken seriously.

The Headteacher will be responsible for the pastoral care and support of pupils who have experienced racial abuse and/or physical abuse and for the support and progress of the children involved.

The Process of Discipline

The school will involve parents whenever written, verbal and/or physical racial abuse occurs. Each incident will be treated individually but with equity. Reference will be made to the LA Guidance on Dealing with Racist Incidents.

Reporting Racist Incidents

Upon learning of a racial incident occurring, the relevant staff member will record this on CPOMS in a timely manner. Where a possible hate crime is thought to have been committed,

partner agencies including the Police will be informed. If it is deemed appropriate, a Prevent Referral will also be made. The headteacher will report annually to the LA using the standard reporting procedures.

A Statement of Policy

- We publicly support and value diversity, actively promote good personal and community relations and openly oppose all forms or racism and discrimination.
- There is a positive atmosphere of mutual respect and trust between pupils from different racial groups.
- The school ensures that its procedures for disciplining pupils and managing behaviour are fair and equitable to pupils from all racial groups.
- We create an environment where all pupils can contribute fully and feel valued.
- Our teaching takes account of pupils' cultural backgrounds, linguistic needs and different learning styles and teachers use a range of sensitive teaching strategies when teaching about different cultural traditions.
- Role models and presenters from a range of different racial and faith groups are used to share a wide range of skills and experiences.
- Wherever we can we ensure that diversity involves a personal encounter with other cultures.

Reviewed: Spring 2026

Curriculum Team Responsible: Inclusion Team

Governor Responsible: Mike Whittaker

Chair of Governors: David Stott