

Newfield School



Race Equality Policy

Review Date: September 2026
Date of next review: September 2027

Race Equality and Cultural Diversity Policy

1. Statement of Values

Newfield School is opposed to all forms of racism and will work towards:

- Eliminating unlawful racial discrimination
- Promoting equality of opportunities
- Promoting good race relations between people of different racial, cultural and religious groups and communities
- Complying with all reasonable requests relating to religious observance and practice

2. Promoting Race Equality and Good Race Relations

Newfield School welcomes its duties under the Race Relations (Amendment) Act 2000 and is committed to:

- Eliminating unlawful racial discrimination
- Promoting equality of opportunities
- Promoting good relations between people of different racial, cultural and religious groups and communities
- Complying with all reasonable requests relating to religious observance and practice

3. Guiding Principles

In fulfilling our legal duties above, we are guided by three essential principles:

- Every pupil will have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- Every pupil will be helped to develop a sense of personal and cultural identity that is confident and open to change and that is receptive and respectful towards other identities
- Every pupil will develop the knowledge, understandings and skills that are needed in order to participate in Britain's multi-ethnic society and in the wider context of an independent world

4. Relationship to Other School Policies and Practices

We ensure that the principles listed above in 3 apply to the full range of our policies and practices and particularly the following:

- Assessment, Recording and Reporting

- Behaviour
- Care and Control
- Personal and Social Education
- Whole School Curriculum
- Special Educational Needs
- Staff Development
- Equal Opportunities
- Religious Education
- Dyslexia Friendly School

5. Addressing Racism and Xenophobia

Our key person in recording and responding to racial and cultural discrimination is Mrs Amanda Grimes.

Newfield School is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities.

Staff are expected to consider these areas where it naturally occurs in curriculum, or where during discussion it may occur.

6. Implementation Strategy

This policy will be brought to the attention of all staff at a full staff meeting each year. Monitoring, assessment and review will be the responsibility of the senior management team. Incidents of racial intolerance will be reported to Sefton LA at the end of each term or when requested.

7. Roles and Responsibilities

The governing body is responsible for ensuring that Newfield School complies with legislation and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination. The Headteacher may decide to involve the Police where there is a breach of law to press charges

Miss Furlong (Dept Head) will analyse recording of racial and cultural incidents and will implement actions as a result. Mr Dillon is also responsible for ensuring that within the curriculum and SMSC opportunities, that pupils receive education and information on racism, cultural diversity and how to respond. School may involve the Police in a preventative role via their Racism workers

All staff are expected to:

- deal with racist incidents that may occur via behaviour management and recording of the incident on the Racism reporting form (see Appendix); staff should complete an incident form on SIMS to report and track. SLT should then action and will report and analyse racism incidents.
- know how to identify and challenge racial and cultural bias and stereotyping;

- support pupils in their class for whom English is an additional language and,
- incorporate principles of equality and diversity into all aspects of their work.

8. Breaches of the Policy

Breaches of this policy will be dealt with in the same way that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

9. Information and Resources

Newfield School will ensure that the content of this policy is known to all staff and governors and is appropriate to all pupils and parents.

Newfield School will ensure that all staff and governors have access to a selection of resources that explain and discuss concepts of race equality and cultural diversity in appropriate detail.

10. Monitoring and Evaluation

Newfield School will collect, study and use quantitative data relating to the implementation of this policy and make adjustments as appropriate.

Safeguarding staff or pupil

