**Highfield Hall Primary School**

**Policy for Race Equality and Cultural Diversity**

Highfield Hall Primary School is opposed to all forms of racism. The majority of children at our school are English and white, although the school is becoming more diverse over time (92% of pupils are White British, 8% are of other ethnicity). We believe that it is of paramount importance to ensure that children are aware that this does not reflect society as a whole and that issues related to race and cultural diversity need to be taught explicitly as they will not necessarily arise in everyday interaction. Our school ethos is one in which individual differences are celebrated and respected, and this policy is written against that background.

**LEGAL DUTIES**

Highfield Hall Primary School welcomes its duties under the Race Relation {Amendment} Act 2002. We are committed to:

* Promoting equality of opportunity, including staff recruitment and professional development;
* Promoting good relations between members of different racial, cultural and religious groups and communities;
* Eliminating unlawful discrimination.

**GUIDING PRINCIPLES**

When carrying out the duties above, we are guided by the following:

* Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
* Every pupil should 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 others.
* Every pupil should develop the knowledge, understanding and skills that they need in order to live in our society, and in the wider context of an interdependent world.

**SCHOOL POLICIES AND PRACTICES**

We try to ensure that the guiding principles are embedded in all our policies and teaching. Particular notice of these principles should be noted in: -

* Pupils’ progress, attainment and assessment
* Behaviour, discipline and exclusions
* Pupils’ personal development and pastoral care
* Teaching and learning
* Admissions and attendance
* Partnerships with parents and the community
* Assemblies and RE, we respect the religious beliefs and practices of all staff, pupils and parents, and will comply with all reasonable requests relating to religious observance and practice.

**RESPONSIBILITIES**

The Governing Body is responsible for ensuring that the school complies with current legislation, and that this policy and any related procedures and strategies are implemented. Any breaches of the policy will be dealt with as determined by the Head and Governing Body.

The Headteacher is responsible for:-

* implementing the policy
* ensuring that all staff are aware of the law and their responsibilities
* noting of any appropriate training and support needed by the staff
* taking appropriate action in any case of discrimination

All staff are expected to:-

* deal with racist incidents as they occur; any allegation of racism or prejudice-based abuse should be referred to Dr Bywaters immediately
* identify and challenge racial and cultural bias and stereotyping
* incorporate principles of equality and diversity into all aspects of their work

This policy will be adhered to with all children. We are aware that sometimes children who have child protection issues and other vulnerable children may exhibit behaviour which is out of character. This may cause them to behaviour in ways that are out of character. We are also aware that some children may find adhering to our expectations of acceptable behaviour harder than others, particularly when they have additional needs, nevertheless we believe that the same rules should be applied to all.

It is crucially important that it is applied across the whole school and enforced by all staff.

This policy should be read with others which relate to the management of children, including the Behaviour for Learning Policy, Anti-Bullying Policy, Child Protection & Safeguarding Policy and the Physical Intervention Policy.

 **HHPS Spring 2023**

**Date of next review: Spring 2026**