



That they may have life; life in all its fullness - John 10:10

Hordle CE (VA) Primary School & Nursery

RACIAL EQUALITY POLICY 2024/25

Any reference to 'the school' throughout this policy shall mean Hordle CE (VA) Primary School and Nursery.

Through an education rooted in God's love and grounded in our community through teamship, our children will shape their identity to become aspirational learners, with enquiring minds and deeply held personal values ready to take on their responsibilities; living life in all its fullness as Global Citizens of the future



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1. Introduction

We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to our school. In the implementation of this policy we will ensure that the school maintains its integrity as a Christian community. In particular, we:

- celebrate the diverse nature of our society;
- are committed to ensuring race equality in all areas of our work;
- are determined to tackle racism in all its forms.

We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seeker status.

In order to realise its commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups;
- eliminate unlawful racial discrimination.

2. Scope of the Policy

This policy covers all aspects of the work of the school, including:

a. Staff

- recruitment and retention
- pay and rewards;
- training and professional development;
- performance management;
- consultation and involvement;
- grievance and disciplinary matters.

b. Pupils

- admissions and attendance;
- teaching, learning and curriculum matters;
- progress, attainments and assessment;
- personal development and pastoral care;
- behaviour, discipline and exclusions;

c. Other Bodies

- Governing Body matters;
- parental consultation and involvement;
- collaboration with external bodies;
- contracting arrangements.

3. Responsibilities

3.1 Governing Body

Responsibility for this policy and its effective implementation rests with the Governing Body. The Governing Body will:

- adopt and review this policy;
- ensure all other school policies meet the requirements of this policy;
- monitor and evaluate the operation and impact of the race equality policy;
- monitor and review the race equality impact on other policies;
- provide the resources and support structures needed to ensure the effective implementation of the policy.

The Finance and Personnel Committee will oversee the effective implementation of the race equality policy and report on issues to the whole Governing Body.



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3.2 Headteacher

The Governing Body may choose to delegate the day-to-day responsibility for the management of the policy to the Headteacher. The Headteacher may be given such responsibility as deemed appropriate to:

- ensure the effective implementation of the policy;
- communicate the policy and its implications to staff, pupils, parents and other bodies;
- organise the delivery of relevant training for staff;
- monitor and report on the operation of the policy;
- take any remedial actions as required.

3.3 Staff

The race equality policy applies to all staff.

Some staff may, from time to time, be given responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment.

Staff will be consulted on the implementation of the policy through the normal procedures that apply, and via the relevant trade unions.

3.4 Pupils

The race equality policy applies to all pupils.

3.5 Parents/Carers and Other Persons

All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

4. Training and Development

We will review the training and development needs of governors as part of the annual process of reviewing the race equality policy. All Governors are expected to be aware of the Policy for Race Equality.

The training and development needs of staff will be considered as part of the arrangements for performance management. Staff training opportunities will be funded and made available within the normal working day.

5. Breaches of the Policy

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the relevant school policy.

6. Racist Incidents

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to a relevant member of the senior leadership team.

We will monitor and report on the number of racist incidents on a regular basis.

7. Relationship to Other Policies

The race equality policy applies across all other policy areas, as defined within the scope of this policy.

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the GDPR (as defined in the Data Protection Policy) Data Protection Act 2018.



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We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the school; or to amend the ethnic group as recorded by an individual pupil/parents or members of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.

Race equality monitoring information will be considered by the Governing Body on an annual basis through Headteacher reports.

The race equality policy will be subject to annual review by the Governing Body.

All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.

8. Dissemination

We provide information about our race equality policy in the school brochure.

Information about the implementation of the policy will also be included in the Annual Report

	DATE	Ethos	Equality	Practice	Guidance
This policy was reviewed and screened by the Governing Body	2024/25	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Next scheduled review:	Academic Year 2025/2026				