



Believing and Achieving Together

Sign:

Date: March 2021

Review: March 2023 or sooner if required

Gender & Racial Equality

We have worked hard to establish equality of opportunity for pupils', staff, parents and others connected with this school. We are proud of the ethos of support, collaboration and respect for one another that we have created.

We believe that the school's gender and race equality scheme will address the barriers that can prevent pupils, staff, parents and others that use the school from taking the full benefit of the opportunities the school offers.

Aims:

- To establish a gender and race equality scheme that will provide guidance on how we can allow all children to experience success, happiness and excellence in a safe school environment.

Procedure:

Working Party

- A working party was established to devise the scheme.
- The composition (bearing in mind gender and ethnic mix) of the working party was:
 - a governor;
 - a member of the SLT;
 - a parent;
 - a representative of the support staff;
 - a disabled person from the school community.

Analysis of Need

- The following analysis of need was undertaken by the working party who looked at:
 - the current ethnic mix of the school;
 - RAISEonline data;
 - school data analysing the differences between boys and girls;
 - the curriculum to see how we teach an understanding of other races;
 - how we share experiences and religious beliefs;
 - how we respect the needs of members of staff of different faiths;
 - how boys and girls are given the same opportunities to take part in the same curriculum activities.

Starting Points

- The working party considered the following to be the proposed starting points for this scheme:

- Curriculum - improving the curriculum to support equality;
- Race - reviewing the anti-bullying and behaviour policy and procedures to deal with allegations of racism;
- Parents - encouraging parents to be more involved with the school;
- Information - looking at ways to improve the delivery of information;
- Promoting Understanding - highlighting ways to improve understanding between children.

Monitoring

- The working party will look at:
 - the progress that children have made according to ethnicity and gender;
 - the number and type of racist incidents that have occurred;
 - the results of an annual parent survey.

Effectiveness

- From the above information the working party can establish the effectiveness of this policy and make the necessary recommendations for its improvement.