



St Edward's C of E Primary School

Exploring faith, life and learning



'I have come that they may have life, and have it to the full.'
John 10:10

RACE AND EQUALITY POLICY

OVERVIEW

The ethos of this school will reflect the rich tapestry that makes up our British history and our cultural heritage. Our nation is made up of many different racial groups that bring with them a wide range of different cultural heritages from around the globe. These are valued for the contribution they make to the rich diversity within our national cultural heritage. Our aim is to establish a harmonious society which is underpinned by mutual respect for all including those of different gender and those with different sexual orientation including transgender children, those with SEND and those of different religious, racial or cultural backgrounds. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all we do including: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation including homosexual, bi-sexual and transgender. To enable each and every learner to gain maximum benefit from their education the school will ensure that all are treated equally and given equal opportunity regardless of sexual orientation, racial origins, religious beliefs or cultural background.

OBJECTIVES

1. To ensure that an excellent education is offered to all learners regardless of gender, different sexual orientations including transgender children, racial origins, religious beliefs or cultural background.
2. To encourage all to see themselves and others as equal members of the British Nation and its society.
3. To enable all to succeed and to overcome the barriers that get in the way.
4. To recognize and value all learners' achievements.
5. To encourage self-confidence and self-esteem in all students.
6. To ensure that all learners value and respect each other.
7. To build a harmonious society based on tolerance, and respect for others, regardless of racial origins, religious beliefs or cultural background.
8. To ensure that the school has an ethos where there is no racial discrimination, prejudice or harassment.

STRATEGY

1. The school will monitor, evaluate and review its all of its practices and procedures to ensure all learners have equal rights, equal opportunities and equal access to an excellent education.
2. Teaching and learning materials will be regularly monitored to ensure that they reflect our rich British culture, its history and its heritage and our rich cultural diversity.
3. Schemes of work will ensure that teaching and learning is inclusive.
4. Staff training and INSET provision take account of this policy.
5. The school rules will reflect this policy.
6. All staff will be expected to contribute to the aims of this policy in their day to day work.
7. The school aims, publications, assemblies, worship, curriculum and pastoral structure will promote an ethos that values and respects all learners.
8. Regardless of racial origins, religious beliefs, sexual orientation including transgender children, or cultural background all learners will be encouraged and supported to take a full and active role in school life, including the full range of extra-curricular activities.

OUTCOMES

This policy will make a key contribution to the school's positive ethos. The head teacher and Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies especially the Equal Opportunities Policy Citizenship Policy and Behaviour Policy. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all we do including: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation including homosexual, bi-sexual and transgender.

Revised and adopted by the Governing Body Date: September 2025 Review Date: September 2026