

# PINNER WOOD SCHOOL



## EQUAL OPPORTUNITY AND RACIAL EQUALITY POLICY

**Approval Authority:**

**Effective From:**

September 2025

**Date Ratified by GB:**

**Next Review Date:**

September 2026

**Signed by Chair of GB:**

# **PINNER WOOD SCHOOL**

## **EQUAL OPPORTUNITIES AND RACIAL EQUALITY POLICY**

### **Equal Opportunities: Code of Practice**

Pinner Wood School is committed to the principles of equality and excellence for all in order to promote the highest standards of achievement possible for all pupils. The school aims to meet the needs of individual pupils by providing opportunities for them to achieve their personal potential, taking into account ethnicity, gender, culture, religion, language, age, social circumstances, ability and disability. It is important that we meet the diverse needs of pupils to ensure inclusion for all so that pupils are prepared for full participation in our multi-ethnic community.

Equality of opportunity applies to all members of the school community, including pupils, staff, governors, parents and community members. The school will endeavour to foster and value relationships that promote an understanding and respect of others, irrespective of culture, national, religious or linguistic background.

### **Equal access to the curriculum includes:**

- Making use of the children's experiences to the full, emphasising positive attributes of cultural diversity, language and gender
- supporting children speaking English as a second language
- providing books and other teaching resources which reflect our multicultural society, ability, disability, gender, race and religion
- using children's knowledge and experience of their own culture and religion to enrich the curriculum
- enabling easy access to resources

### **Equal access to activities includes:**

- access to classroom and playground activities
- providing alternative activities for children unable to play in the playground because of their disability or health
- opportunities for all children to take responsibility
- opportunities to take part in small groups, class and school activities
- access to extra curricular activities

### **Equal access to care and attention includes:**

- meeting all children's concerns and physical needs without prejudice
- administering medical treatment, where essential, to ensure children remain healthy and are not in danger

### **Equal access to a stimulating, happy environment includes:**

- ensuring all members of the school community have the right to feel valued
- ensuring all members of the school community are treated with courtesy and respect
- feeling safe in school with no fear of being bullied, or picked on because of prejudice
- providing books and displays which reflect the homes, interests, activities and festivals enjoyed by our children
- showing sensitivity towards customs, such as dress, food, beliefs

### **As a staff we strive to:**

- value and encourage all children
- ensure all children use their positive attributes of cultural background, language and gender to enrich the curriculum
- review our own standards and strive to extend our knowledge and sensitivity towards multi-cultural background of our pupils, through year group and whole staff discussion
- assist children with physical disabilities or medical needs by training staff. Where appropriate
- ensure we avoid exposing children to books and materials which stereotype activities into male/female activities; provide outdated information about countries and communities; include offensive statements or pictures
- endeavour to make available sufficient resources to meet the needs of all pupils
- ensure equal opportunity for children to take part in all activities, where appropriate
- make arrangements to meet individuals' religious observances, physical disabilities etc
- monitor children's behaviour at all times in line with the school behaviour policy
- treat all children and their parents fairly, with courtesy and respect

## **Race Equality: Code of Practice**

### **Legal Duties**

The school aims to eradicate and prevent racism in accordance with the Race Relations Act 1976 and adhere to its obligation as both a service provider and employer, under the Race Relations Amendment Act (2000). Racism will not be tolerated at individual or institutional levels in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people (MacPherson 1999).

We are committed to

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities

## **Race Equality in Pinner Wood School will provide an ethos that:**

- Creates a school culture where everyone, irrespective of race, colour ethnic or national origin, feels welcomed and valued (including pupils, parents, staff, school community and wider community members participating in school life)
- Ensures all pupils and staff are encouraged to achieve their full potential
- Respects and values differences between people
- Prepares pupils for life in a diverse society
- Acknowledges the existence of racism and takes steps to prevent it
- Ensures that an inclusive ethos is established and maintained
- Promotes good race relations between different racial groups within the school and the wider community
- Opposes all forms of racism, racial prejudice and harassment
- Is pro-active in tackling and monitoring discrimination at all levels
- Raises awareness of racism and its effects
- Raises awareness for all school staff and governors of set procedures in place to deal with behaviours that constitute racism
- Encourages communication and confidence for all to resolve problems in cross cultural settings

## **The full range of school policies and practice**

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Pupil's progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

## **Leadership and Management**

The Governing Body and Headteacher are responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented with awareness raising for all staff and governors.

The Senior Management Team endeavours through leadership and example, to ensure that all policies are based on school improvement planning and self evaluation with actions to reflect a commitment to promoting race equality and opportunity.

Diversity is reflected and promoted in the following:

- The school management working in partnership with others to promote equality of opportunity, to oppose all forms of oppressive behaviour, prejudice, discrimination and to promote awareness of procedures to tackle racism in the whole school community.
- The school promotes positive and proactive approaches to valuing and respecting diversity, which are embedded in all policies and practices.
- All staff to be aware of the policies and will contribute to their review through monitoring and evaluating the school improvement plan. The school will ensure that all governors take appropriate steps to enable the participation and contribution of parents as their representatives.
- The evaluation of policies and procedures are regularly reviewed for effectiveness in identifying specific actions to address race equality issues in school.
- The quality of teaching and learning are monitored to ensure high expectations that are appropriate to the breadth of content in relation to the school and the wider community.
- Additional funding and resources provided for minority ethnic groups are appropriately targeted and monitored.
- The Headteacher has responsibility to ensure the development, implementation, monitoring and review of procedures involved in tackling and preventing racism.
- Steps are taken to encourage membership of the Governing Body to ensure that it is representative of the school community it serves.

### **Compliance with Race Equality Policy**

- Any pupil who fails to comply with school procedures and guidelines and race equality will be dealt with in accordance with the guidelines in the school's Behaviour Policy.
- Any member of staff who fails to comply with this school policy for race equality will be dealt with under the school's agreed disciplinary procedure.