



Caldecote Primary School
Equal Opportunities and Race Equality Policy
February 2023

1. Background

Caldecote Primary School is situated in the village of Highfields Caldecote in South West Cambridgeshire. A high proportion of our pupils (currently 34%) are from minority ethnic backgrounds, many of whom have English as an additional language.

2. Aims

- We aim to develop the children's awareness of the diversity of the society in which we live.
- We aim to make the whole of their school experience equip children to develop positive attitudes towards a multicultural society.

3. Equal Opportunities Statements of Principle

- Discrimination on the basis of creed, colour, culture, origin, gender, sexual orientation, domestic background and ability is unacceptable in our school.
- Every person in school will contribute towards a happy and caring environment by showing respect for and appreciation of each other, as individuals.
- An objective for our school will be to educate, develop and prepare children, whatever their creed, culture, colour, origin or ability, for life.
- An equal opportunities philosophy will be practised by all.
- We promote the principles of fairness and justice for all through the education that we provide in our school.
- We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

4. Race Equality Statement of Principles

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- As our school is becoming more ethnically very diverse we are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make the school a welcoming place for all ethnic and national groups represented in the community.

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- We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve.

5. Roles and Responsibilities

- The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities and that the policy, and related procedures and strategies, are implemented.
- The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any case of unlawful discrimination.
- The Head and the Deputy are responsible for co-ordinating racial equality work and dealing with reported incidents of racism and harassment.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge any cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.

6. Policy Planning and Review

We will ensure that the principles and procedures above feature in all policies and practices, especially:

- Pupils' progress, attainment and assessment, including ethnic monitoring.
- Behaviour, discipline and exclusions.
- Teaching and Learning.
- Admissions and Attendance.
- The Content of the Curriculum.
- Staff Recruitment and Professional Development.
- Partnership with Parents and Communities.

7. Review of the Policy

The Policy statement will be reviewed in line with the rolling programme of Policy reviews.

Headteacher:

Date:

Chair of Governors:

Date: