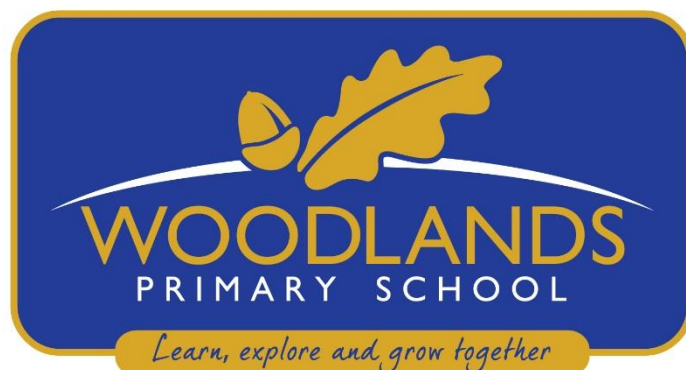


Woodlands Primary School

Race Equality Policy



Written by	Lucy Husband
Ratified by Governors	Spring 2026
Date for Review	Spring 2029
Signed – Chair of Governors	
Signed – Headteacher	
Is this an internal or external policy?	External
Is this based on a model policy?	No

This policy has been reviewed and impact assessed to ensure that it promotes equality and does not have an adverse impact on individuals in relation to race, gender, disability or other protected characteristics.

WOODLANDS PRIMARY SCHOOL

RACE EQUALITY POLICY

Woodlands Primary School is committed to creating an inclusive school community where diversity is valued and where all individuals are treated with dignity and respect. We believe that every member of our school community should feel safe, respected and able to achieve their full potential regardless of their race, ethnicity, culture, language or background.

This policy reflects the school's commitment to promoting equality and meeting its duties under the **Equality Act 2010**, including the Public Sector Equality Duty to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between different groups

The school strives to prepare all pupils for life in a diverse society by promoting understanding, respect and appreciation of different cultures, backgrounds and perspectives.

Woodlands Primary School will take active steps to ensure that race equality is embedded in all aspects of school life including leadership, teaching and learning, relationships, community engagement and school policies.

OUR COMMITMENT

At Woodlands Primary School we will:

- Take positive action to eliminate racial discrimination, harassment and victimisation
- Promote equality of opportunity for all members of the school community
- Foster positive relationships between people from different racial, cultural and ethnic backgrounds
- Celebrate the cultural, linguistic and ethnic diversity within our school and wider community

We recognise and value the wide range of communities represented within society, including Gypsy, Roma and Traveller communities, refugees and asylum seekers, and seek to ensure that all children and families feel welcomed and supported.

The school also recognises the importance of reflecting diversity within the workforce and will ensure recruitment and employment practices promote equality and fairness.

We endorse the recommendations of the Stephen Lawrence Inquiry and recognise the importance of actively challenging racism in all its forms.

UNDERSTANDING RACISM

The school adopts the definition of racism and institutional racism identified in the Stephen Lawrence Inquiry Report.

Racism

Conduct or words which advantage or disadvantage individuals because of their colour, culture or ethnic origin.

Institutional Racism

The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It may be seen in processes, attitudes or behaviour that result in discrimination through prejudice, ignorance, thoughtlessness or stereotyping.

All members of the school community have a responsibility to challenge racism and promote equality.

RACIAL INCIDENTS

Woodlands Primary School has a zero tolerance approach to racism and will take all incidents seriously.

A racist incident is defined as:

Any incident which is perceived to be racist by the victim or by any other person.

All racist incidents will:

- be recorded using the school's safeguarding system (CPOMS)
- be investigated promptly by a senior member of staff
- result in appropriate action and support for those involved
- be monitored by the Inclusion Manager and senior leaders

Where appropriate, parents or carers will be informed and support will be provided to ensure that the wellbeing of those affected is prioritised.

The school will review patterns of incidents in order to identify any trends and take preventative action where necessary.

An annual summary of racist incidents and equality monitoring will be reported to the governing body.

RESPONSIBILITY

Promoting race equality is the responsibility of everyone in the school community.

Staff, governors, pupils and visitors are expected to:

- promote equality and respect for all
- value cultural and linguistic diversity
- challenge racist behaviour, language or stereotypes
- support the implementation of this policy and the school's procedures for reporting racist incidents

The school will support this through staff training, inclusive teaching practices and positive engagement with the wider community.

WOODLANDS PRIMARY SCHOOL

RACE EQUALITY POLICY

Document History

Date	Summary of changes
Spring 2023	Reviewed – no changes
Spring 2026	<ol style="list-style-type: none">1. Added Equality Act 2010 reference2. Referenced Equality Policy objectives3. Updated terminology (GRT etc)4. Racial incident response section strengthened5. Staff training reference added6. Fully aligned to 2026 Ofsted expectations