



Nonington Church of England Primary School Race Equality Scheme

Possible Race Equality Issue	Situation at Present	Action/ Objective	Time Scale	Person(s) Involved	Monitoring
Achievement of Pupils	The size of the school and the level of staffing allow all children to receive support to meet their needs regardless of gender, race or disability. Data shows no obvious inequality in achievement. All pupils attend educational visits.	Continue to use Assessment for Learning every day and provide additional support and intervention where required.	Ongoing	All classroom staff.	Regular progress and achievement meetings to monitor progress and the impact of support. 6x yearly.
Staff Awareness	Most staff know that racial incidents must be reported.	Ensure all staff are aware of the procedures for recording and reporting racist incidents	By February 2010.	All staff	HT to list.
Multi-cultural awareness	The school has links with a school in The Gambia, the building project in Tanzania and a multi-cultural school in Southwark.	To continue to promote multi-cultural and multi-racial awareness through links with others schools in more mixed areas, to achieve understanding.	Ongoing	All Staff	HT reports to Governors.

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Staffing	Recruitment – all positions advertised are open to people of any race. Applications are judged on merit alone, based on set criteria.	To ensure that all applications are considered purely on merit.	As and when vacancies arise.	Governors/ HT	Report following appointment.
Signage	Present signage is not multi-racial or multi-cultural.	To make sure that new signage represents a more diverse culture.	As and when new signs are needed.	HT Secretary Teachers	Governor walks.
Students, including those on work experience.	Placements are encouraged from people of all races.	To ensure all students received appropriate training & that trainee teachers promote continuity & progression.	As and when students are in school.	HT/Mentor	Mentor meetings with students.
Outside agencies.	Nurses, Ed Psyches, support workers etc – people of all races are welcome.	To ensure all pupils have access to appropriate support.	As and when required.	HT/Inclusion Manager/Teachers	Regular staff meetings, AEN and progress meetings. SBR.
Governors	Positions are open to all regardless of race.	To ensure the school is well governed.	As and when vacancies occur.	Chair of Governors/HT/ Governor Services/ Diocese.	Annual review of governing body terms of reference.
Policies	Policies are under rolling review.	To ensure all policies are considered and meet any statutory duty and government guidance. To prepare a written timetable to review policies and allocate to Governing Groups.	Ongoing, and when a new policy is written.	HT Teachers Governors	Governor Policy reviews by groups.

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School Plan	No specific section referring to race equality.	To ensure when the plan is re-written that reference is explicitly made in each section to race equality.	From Summer 2010 and then ongoing.	HT Teachers Governors	Governors' meetings and review of School Plan.
SEF	No specific section referring to race equality.	To ensure that when the SEF is updated that reference is explicitly made in each section to race equality.	From January 2010 and then ongoing.	HT Teachers Governors	SIP meetings.
Parental Awareness	Parents may not be aware of the Race Equality Policy unless they have read it in the Prospectus or requested a copy.	Race equality Policy and Scheme to appear on the website.	Ongoing	Secretary HT	Policy and Plan are on the website.
Procurement	Services are requested without reference to race.	To continue to ensure that all services are requested based on the needs of the school.	Ongoing	All staff.	Copy of orders Request details.