



Inspire



Educate

Love



Reaching our potential together in Christ.

RACE EQUALITY

At St Mary Magdalen's we believe that:

We must Inspire our children, and in order to do this we must :

- Promote Enjoyment;
- Strive for Happiness;
- Develop an environment where children are glad to come to school;
- Celebrate our successes;
- Always aim to have health and well-being.

By accepting God's word, Love will always be at the centre of our school and we will show this by:

- Remembering our uniqueness;
- Believing in equality and accepting and respecting differences;
- Living by our Christian values;
- Forging partnerships;
- Being Forgiving;
- Accepting forgiveness;
- Showing patience;
- Being prayerful;
- Ensuring there is a safe environment both physically and emotionally for our children and staff to grow in;
- Having self-reflection;
- Remembering our spirituality;
- Creating a love of learning.

When we Educate our children we must:

- Ensure that all our children achieve their full potential;
- Remember the whole child;
- Have high expectations in all areas for all our children;
- Create a curriculum to stimulate all our children.



INVESTOR IN PEOPLE



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Policy Name: RACE EQUALITY

Subject coordinator: KAREN HARDMAN

Date reviewed: SEPT 20

Date to be renewed: SEPT 22

RACE EQUALITY

Introduction

As a matter of Christian principle and in accordance with its foundation, the school aims to promote equality of opportunity in its employment policy and practice.

General statement of policy

The governing body of St Mary Magdalen's school is the employer of all staff and is responsible for equal opportunity matters in employment. The governors intend that no job applicants or employees shall receive less favourable treatment because of their sex, marital status, race, colour, nationality, national origin, ethnic origin, sexual orientation or disability, nor be disadvantaged by any other condition or requirement which cannot be shown to be justifiable.

The governing body has a duty imposed upon it by the Education Act 1944, to secure, preserve and develop the character of the school as a voluntary school and to conduct the school in accordance with the provisions of the Trust Deed. As part of this, and in order to promote its Christian mission and service, preference will be given to professionally competent applicants who are committed to the rites, practices and doctrines of the Church of England/Methodist Church.

Application of the policy

In this policy and the accompanying implementation guidelines, reference to 'person' includes any person or employee, whether full or part-time or in temporary employment, who acts on behalf of the school.



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Furtherance of this policy

In furtherance of this policy, all employees will be informed of its existence and guidelines will be issued to employees and other persons responsible for implementing it as necessary. Selection criteria and personnel procedures will be kept under review and the results of the policy monitored.

- i) All persons responsible for or involved in selection, interviewing, confirming appointments and deciding levels of pay, shall be made aware of and act in accordance with this policy; for example, by means of training or advisory memoranda. Applicants for vacancies should also be made aware of the policy by means of advertisements, application forms or by other appropriate means.
- ii) The governing body will continue to apply national conditions of service as appropriate.
- iii) The governing body has a programme of action to facilitate the adoption of appropriate procedures, including monitoring and the provision of training for staff to assist them with the implementation of the policy.

Legal guidance

Reference should be made, where necessary, to the Sex Discrimination Acts 1975 and 1986 (2004); the Equal Pay Act 1970 and Equal Pay (Amendments) Regulations 1983; the Race Relations Act 1976; the Code of Practice issued by the Commission for Racial Equality April 1984; the Equal Opportunities Commission April 1985, pursuant to these Acts. Reference should also be made to the Disabled Persons (Employment) Acts 1944 and 1958; and the Guidance Code issued by the Manpower Services Commission October 1984. Where there is any doubt about the application of any part of the policy or the law, guidance should be sought from the Diocese Board of Education through the Clerk to the Governing Body.



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