
Blaenbaglan Primary School - Ysgol Gynradd Blaenbaglan

Headteacher: **Mr. D. Burrows**

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'Together we believe, achieve & succeed'



Race Equality Policy

2025 / 2026

Signed: *Per Short*
Date: 02.10.25
Review: Autumn '26



Headteacher - David Burrows

The Social Context of our School

Blaenbaglan Primary School is situated at the top end of Baglan in Port Talbot and comes under Neath Port Talbot Local Authority.

The ethnic composition of our school

Blaenbaglan currently has 289 children on roll, Nursery to Year 6 (January 2023). The ethnic composition of the school is primarily white British.

Racist incidents in our school and within the local community

No racist incident occurred in our school during the academic year 2021/2022. No racist incidents within the local community were made known to the school.

Pupil mobility

There is very little pupil mobility other than individual families moving into/out of/across the local community.

Demographic trends in the area

Numbers on roll have stayed around 300 for a number of years.

Our Statement of Values

The self

We value ourselves as unique human beings capable of spiritual, moral, intellectual and physical growth and development.

On the basis of these values, we should:

- develop an understanding of our own characters, strengths and weaknesses
- develop self-respect and self-discipline
- clarify the meaning and purpose in our lives and decide, on the basis of this, how we believe that our lives should be lived
- make responsible use of our talents, rights and opportunities
- strive, throughout life, for knowledge, wisdom and understanding
- take responsibility, within our capabilities, for our own lives.

Relationships

We value others for themselves, not only for what they have or what they can do for us. We value relationships as fundamental to the development and fulfilment of ourselves and others, and to the good of the community.

On the basis of these values, we:

- respect others, including children
- care for others and exercise goodwill in our dealings with them
- show others they are valued
- earn loyalty, trust and confidence
- work cooperatively with others
- respect the privacy and property of others

- resolve disputes peacefully.

Society

We value truth, freedom, justice, human rights, the rule of law and collective effort for the common good. In particular, we value families as sources of love and support for all their members, and as the basis of a society in which people care for others.

On the basis of these values, we:

- understand and carry out our responsibilities as citizens
- refuse to support values or actions that may be harmful to individuals or communities
- support families in raising children and caring for dependants
- support the institution of marriage
- recognise that the love and commitment required for a secure and happy childhood can also be found in families of different kinds
- help people to know about the law and legal processes
- respect the rule of law and encourage others to do so
- respect religious and cultural diversity
- promote opportunities for all
- support those who cannot, by themselves, sustain a dignified life-style
- promote participation in the democratic process by all sectors of the community
- contribute to, as well as benefit fairly from, economic and cultural resources
- make truth, integrity, honesty and goodwill priorities in public and private life.

The environment

We value the environment, both natural and shaped by humanity, as the basis of life and a source of wonder and inspiration.

On the basis of these values, we:

- accept our responsibility to maintain a sustainable environment for future generations
- understand the place of human beings within nature
- understand our responsibilities for other species
- ensure that development can be justified
- preserve balance and diversity in nature wherever possible
- preserve areas of beauty and interest for future generations
- repair, wherever possible, habitats damaged by human development and other means.

The Aims of this Policy

- to enable us to systematically establish, implement, monitor and evaluate racial equality good practice across all areas of school life.
- To help to promote racial equality and good race relations and to tackle and avoid racial discrimination.

Blaenbaglan is committed to:

- promoting racial equality, good race relations and challenging racial discrimination. This is reflected in all school policies, procedures, processes and practices
- ensuring everyone, irrespective of race, colour, ethnic or national origin or their citizenship, feels welcome and valued and able to achieve their full potential

- protecting the rights of all pupils, staff, parents, governors and visitors to the school
- respecting and valuing differences
- meeting the diverse needs of its pupils
- preparing pupils for life in a multi-ethnic society
- acknowledging the existence of racism and being proactive in tackling and eliminating racial discrimination

As a school we commit ourselves to ensuring that:

- all pupils achieve their full potential.
- challenging racism and celebrating diversity and racial equality is addressed across all areas of the curriculum.
- the school utilises the experiences and expertise of all pupils, parents, staff, and members of the local community
- few pupils are excluded from the school, the incidents have been fully investigated, the exclusions are just and fair and that the school is able to demonstrate that, for every instance, the process has been just and fair
- parental involvement is high across all racial groups
- membership of the governing body reflects the local population and retention rates for black and ethnic minority governors match the rates for the whole governing body.
- incidents of racism and racial harassment are dealt with quickly, firmly and sensitively
- all staff feel valued and are able to contribute fully to all aspects of the school's work
- the school works effectively in partnership with a wide variety of local organisations, including groups representing the minority ethnic population
- there is increased trust and satisfaction from all parents, pupils and staff and a rich and diverse sense of community within the school
- the school is respected for its commitment and effectiveness in the race equality field.

Our Commitment to Racial Equality

Leadership and management, including work with agencies, particularly catering

Leadership and management is positive and proactive in ensuring that discrimination in all forms is undermined and challenged.

Staff recruitment, retention and professional development

All recruitment processes and procedures are positive, developmental and non-discriminatory.

Admissions

All children are admitted to our school in an equal, fair, non-discriminatory manner.

The new ALN Act in Wales has come into place since September 2022.

Curriculum including extra-curricular activities

All children have access to:

- a broad, balanced Curriculum for Wales, differentiated to meet group and individual needs
- age-related extra-curricular activities. These are likely to include:
 - Football
 - Netball
 - Rugby
 - Athletics

- Cricket
- Eco Club
- Art
- Choir
- Music lessons

Teaching and learning

Our curriculum is very well planned and a range of teaching styles utilised to meet the learning situation.

Assessment, recording and reporting progress including monitoring of attainment

The attainment of all children is carefully monitored. All children undertake standardized personalised assessments from Year 2 to Year 6.

Subject policies including Health and Wellbeing, Relationships and Sex Education Literacy, Numeracy and ICT

All subject policies contain a statement in relation to equal opportunity.

Behaviour/discipline including exclusions, and anti-bullying and harassment policies including racism, racial harassment

We have policies for:

- Behaviour
- Attendance
- Equal Opportunities
- Strategic Equality
- Race Equality

We have a very proactive approach to any form of bullying but are also reactive to any issues that need to be managed.

We emphasise the importance of Personal/Social/Health Education throughout school. We have a curriculum that embeds wellbeing and develops key areas as the child gets older. The key areas of learning are:

- Personal safety
- Personal hygiene
- Relationships
- Substance abuse
- Drug, alcohol and tobacco awareness
- Community
- Dealing with bullying
- Racism
- Sexism

Our school promotes tolerance and empathy. We promote a world view in which all cultures and religions are respected.

Attendance

Our attendance policy is aimed at maximising attendance across the school. We are very empathetic to religious/culturally related absence.

Partnership with parents and the community

We work very hard to develop and maintain positive relationships with all of our families and our wider community. We:

- Publish regular newsletters
- Keep in regular written communication with all families
- Hold formal parent/carers consultation meetings twice a year
- Have an “open door” policy
- Promote ourselves positively within our immediate and wider communities

Responsibilities

The governing body is responsible

- for ensuring that the school fulfils its legal responsibilities including those arising from the Race Relations Amendment Act and that the school complies with Race Relations legislation, including the general and specific duties arising from the Race Relations Amendment Act 2000.
- with the assistance of the head teacher, for ensuring that the policy and its related procedures and strategies, are implemented.

The Headteacher is responsible

- with the governing body, for ensuring that the policy and its related procedures and strategies are implemented;
- for ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities;
- for taking disciplinary action against staff or pupils who racially discriminate

Teaching staff are responsible for

- ensuring that pupils from all racial groups are included in all activities and have full access to the curriculum;
- promoting racial equality and diversity through teaching and the relationships they develop with pupils, staff, parents and the wider community.

Visitors and contractors are responsible for complying with the school’s race equality policy.

If a racist incident occurs

- Any racist incident is investigated and managed quickly, sensitively and firmly in line with our behaviour/discipline policy.
- All incidents and actions taken, including those not involving persons such as graffiti etc, are recorded.
- The Governing Body and LA receive reports of all racist incidents.

Monitoring Learning Outcomes

Monitoring outcomes by groups

The following are monitored and evaluated by senior staff.

- Pupil attainment, progress and target setting for all key stages
- admissions
- attendance
- behaviour incidents including:
- racist incidents
- bullying and other harassment incidents
- rewards and sanctions including temporary and permanent exclusions
- participation in extra-curricular activities and residential experiences

Staff and governors

Senior managers and governors monitor:

- recruitment
- retention
- performance management
- professional development

to ensure that equal opportunity is offered and discrimination challenged.