

At Winnersh Primary School, we are lucky to have a wonderfully diverse community. Our intention is to foster an inclusive, equitable environment that celebrates diversity and ensures that all children, regardless of their racial or ethnic backgrounds, feel valued, respected, and empowered to achieve their full potential. We commit to developing a curriculum that reflects the richness of diverse cultures, histories, and perspectives, which helps to dismantle stereotypes and enhance understanding among students.

Our objectives include:

- **Promoting Cultural Awareness:** We aim to instil an understanding and appreciation of different cultures through inclusive literature, history, and celebrations that reflect our diverse school community.
- **Challenging Stereotypes:** Through targeted education and discussions, we seek to challenge racial stereotypes and prejudices that may exist within societal norms, equipping students with critical thinking skills. This happens in the weekly wellbeing sessions, Black History Month activities and ad-hoc teaching in response to incidents.
- **Creating Safe Spaces:** We strive to create an environment where students, parents and staff can express their thoughts and feelings about race and identity openly and safely, ensuring that they feel supported by other members of the community.

We have woven racial equity throughout our school's framework with a series of clear, strategic initiatives:

- **Curriculum Design:** We have integrated diverse voices and perspectives into our curriculum across all subjects, ensuring that our teaching materials represent a variety of cultures and histories. Themes around racial equity is embedded in lessons across history, literature, and PSHE.
- **Professional Development:** Staff receive regular training on cultural competency, unconscious bias, and restorative practices. This equips our educators with the knowledge necessary to support all students and handle sensitive discussions around race effectively. The school is an active part of the local authority Racial Equity Network. Some staff have attended the Racial Literacy training with the local authority and there is a rolling programme for more staff to complete it. Training has also been completed to help us understand how to develop a racially equitable curriculum.
- **Student Engagement:** We encourage student-led initiatives that promote racial equity, such as the Young Interpreters Club and cultural events, which allow children to take ownership of fostering an inclusive environment.
- **Community Partnership:** We actively engage with parents and local communities to ensure that our approaches to racial equity are reflective of the wider context.

Regular inclusion of 'Community Corner' in the Headteacher's newsletter shares relevant updates and links to information.

- **Monitoring Progress:** Robust systems for monitoring academic progress and social-emotional wellbeing are in place, allowing us to track and address any disparities among racial groups. We regularly evaluate our practices, using feedback from stakeholders and academic data to drive improvement.

The impact of our racial equity initiatives can be evidenced through various measurable outcomes:

- **Inclusive Environment:** The 2024 parent survey showed that a significant majority of our parents (96%) feel that their child is safe, respected, and valued within our school community. That 90% of the parents who answered stated that school promotes and celebrates diversity. From the 2024 pupil survey it was noted that 90% of the children agree or strongly agree that the school encourages them to respect people from other backgrounds and to treat everyone equally.
- **Academic Achievement:** We have observed a narrowing of the attainment gap between different racial groups, demonstrating that our targeted interventions in teaching and support have been effective. EAL (English as Additional Language) pupils out perform our non EAL pupils.
- **Behaviour and Engagement:** Staff feel more confident that they have the language and skills to deal with racial behaviour incidents. The number of incidents is very low. There has been an increased participation in school activities focused on diversity and inclusion, suggesting that students are more invested in and committed to a school ethos that values racial equity.
- **Community Relationships:** Stronger relationships with parents and community members have been established, as evidenced by the positive feedback received in the survey and anecdotally on new parent tours, indicating that families feel a sense of partnership in promoting racial equity in the school.

Through these intentional actions, Winnersh Primary School is well on its way to creating a harmonious and thriving educational environment where racial equity is not just an aim, but rather an intrinsic part of our school culture.