

Malpas Court Primary School

Ysgol Gynradd Llys Malpas

"Where children learn to live  
and live to learn in an ever changing world"



# Malpas Court Primary School

## Race Equality Policy

Signed *DS McKevelly* (Headteacher)

Signed *C Rawlings* (Deputy Headteacher)

Signed: *Deborah West* (Chair of Governors)

Date: 2<sup>nd</sup> December 2025

To be reviewed: December 2026

## 1. Introduction and Purpose of this Policy

Malpas Court Primary School is a caring, inclusive community that celebrates diversity and values every individual. We are proud to serve a multicultural community in Newport and are committed to promoting racial equality, eliminating discrimination, and fostering good relations among all learners, staff, parents, and visitors.

This policy outlines how we:

- Promote racial equality and challenge discrimination;
- Meet our legal duties under the Equality Act 2010 and Welsh legislation;
- Embed anti-racist principles and children's rights throughout school life;
- Align with Welsh Government priorities, including the Anti-Racist Wales Action Plan (2024 update).

This policy applies to pupils, staff, parents, governors, volunteers and visitors.

## 2. Aims of this Policy

Malpas Court Primary School aims to:

- Establish, implement, monitor and evaluate good practice for racial equality across all areas of school life.
- Promote racial equality, develop good race relations and eliminate discrimination.
- Ensure everyone, irrespective of background, feels valued, respected and able to reach their full potential.
- Prepare children for life in a diverse, multi-ethnic society.
- Acknowledge that racism exists and take proactive steps to challenge it.

We commit to ensuring that:

- All pupils achieve their full potential.
- The curriculum promotes diversity, racial equality and inclusion.
- Parents/carers from all racial groups engage strongly with our school.
- Incidents of racism or racial harassment are addressed quickly, fairly and sensitively.
- Staff feel valued and supported in contributing fully to school life.
- The school builds strong partnerships with local organisations, including those supporting minority ethnic communities.
- A rich sense of community is fostered, based on trust, respect and inclusion.
- The school is recognised for its commitment to racial equality.

## 3. Policy Review

This policy will be reviewed every three years, or sooner if legislation or local guidance changes. The Governing Body oversees the review process, involving staff, pupils and community stakeholders.

## 4. Social Context of our School

Malpas Court Primary School is located in the Community First area of Malpas, Newport, serving a diverse and dynamic population. We experience high levels of mobility as families move into, out of and across the local area.

Current School Profile:

- 35% eligible for Free School Meals (FSM)
- 3 Traveller families
- 2 Children Looked After (CLA)
- 44 English as an Additional Language (EAL) learners (19% of school population)
- 18 languages spoken across the school

### Ethnic Composition

The school is primarily White British/English in composition, with an increasing number of pupils from White Eastern and Central European backgrounds. This diversity enriches school life and strengthens our commitment to equality and inclusion.

### Demographic Trends

Numbers on roll have risen steadily in recent years. Increasing numbers of families from Eastern Europe have settled in Malpas and surrounding areas, contributing to the rich linguistic, cultural and ethnic diversity of our school.

| Ethnic Group                          | 2021<br>Census data | 2024 PLASC data |       |
|---------------------------------------|---------------------|-----------------|-------|
|                                       | Newport             | Learners        | Staff |
| Total Asian                           | 7.6%                | 2%              | -     |
| Total Black                           | 2.3%                | 13%             | -     |
| Total Other                           | 1.7%                | 3%              | 3%    |
| Total Mixed or Multiple Ethnic Groups | 2.8%                | 14%             | -     |
| Total White                           | 85.5%               | 68%             | 97%   |
| Total Unknown                         | 0.1                 | 0               | -     |
| Total                                 | 100%                | 100%            | 100%  |

| Group  | Percentage |
|--|------------|
| Eligible for Free School Meals               | 35%        |
| Live in the 20% most deprived areas in Wales | 94%        |
| Additional learning needs                    | 18%        |
| School-based IDP                             | 13%        |
| LA IDP                                       | 5%         |
| Multi-Lingual Learners                       | 18%        |
| Male   | 52%        |
| Female                                       | 48%        |

## 5. Our Statement of Values

### Ourselves

We believe everyone in our school is special, important and able to grow and succeed.

We want all children to:

- Know what makes them unique;
- Feel proud and try their best;
- Make positive choices and take responsibility;
- Use their strengths and opportunities well;
- Keep learning and improving;
- Become confident, independent and happy.

### Relationships

We believe kind and respectful relationships help our school stay safe and happy. We:

- Treat everyone with respect;
- Speak and act kindly;
- Make sure others feel they belong;
- Work together and help each other;
- Listen and build trust;
- Respect feelings, property and privacy;
- Solve disagreements calmly.

### Our School Community and Wider Society

We believe in fairness, honesty, respect, human rights and working together. We:

- Are caring, responsible members of our community;
- Do not support actions that hurt others;
- Respect all families;
- Celebrate different cultures, languages and religions;
- Ensure everyone has equal chances to succeed;
- Follow rules that keep us safe;
- Promote healthy, positive choices;
- Contribute to school life;
- Value honesty, kindness and doing the right thing.

### 6. Our Commitment to Racial Equality

#### Leadership and Management

- Leaders challenge discrimination proactively.
- The Headteacher and Governors promote a fair, inclusive culture.
- Race equality is embedded in policies, curriculum and training.
- The school works closely with Newport City Council and agencies on reporting and responding to racist incidents.
- Leaders promote children's rights, ensuring pupil voice is central (UNCRC Article 12).

#### Staff Recruitment, Retention & Professional Development

- Recruitment follows the Equality Act 2010 and is fair and transparent.
- All staff and applicants are treated equally.
- Recruitment processes promote diversity.
- Staff receive ongoing anti-racist and inclusive practice training.
- Barriers to progression are identified and removed.

#### Admissions

- Admissions follow the Equality Act 2010 and Newport City Council policy.
- No admissions decision is influenced by race, language, culture or religion.
- Families are welcomed and supported.
- Interpreters or translation are used when helpful.
- Admissions reflect UNCRC Article 2: freedom from discrimination.

### 7. Professional Learning & Training

Malpas Court is a Communication Friendly, Trauma-Informed and Nurture UK school with a whole-school approach to wellbeing. Staff are trained in:

- ASD, ADHD, SPLD and wider ALN needs;
- ACEs and attachment;
- Restorative Approaches;

### 8. Curriculum & Extra-Curricular Opportunities

- All pupils access a broad, balanced curriculum.
- Pupil voice is strong through leadership groups (e.g., PLT, ECO, Criw Cymraeg, Digital Leaders).
- Extra-curricular activities include Forest School, Rugby, Dance, Art, Choir, IT, Music and Science Club.

### 9. Teaching, Learning & Equal Opportunities

- Teaching promotes high expectations, inclusion and equality.
- Diverse teaching approaches meet learners' needs.
- Learning reflects and celebrates community diversity.
- Literacy, Numeracy and Digital Competence planning ensures equal opportunities.

#### 10. Relationships, Behaviour & Anti-Bullying

Policies supporting equality and respect include:

- Relationships Policy
- Attendance Policy
- Equal Opportunities Policy
- Anti-Bullying Policy
- Strategic Equality Action Plan (2024–2028)

These ensure:

- Racism and discrimination are not tolerated.
- Behaviour procedures are fair and transparent.
- Restorative approaches rebuild relationships.

#### 11. Assessment, Monitoring & Recording Progress

- Progress and attainment are rigorously monitored.
- ALN, FSM, EAL, Traveller, CLA, gender and ethnicity groups are analysed.
- Data informs targeted support and interventions.
- EduKey tracks interventions and safeguarding.
- EBSA framework supports attendance.
- Racist and bullying incidents are logged and shared with Newport LA.

#### 12. Celebrating Diversity

The school celebrates diversity through:

- Black History Month
- Anti-Bullying Week
- Show Racism the Red Card
- Children's Mental Health initiatives
- Positive representation across the curriculum.

#### 13. Partnership with Parents & the Community

We:

- Communicate through Class Dojo in community languages;
- Share weekly newsletters;
- Hold twice-yearly consultations;
- Welcome parents into school each morning;
- Work with The Friends of Malpas Court;
- Maintain an open-door policy;
- Promote the school positively.

#### 14. Responsibilities

Governing Body

- Ensures legal compliance with racial equality duties;
- Oversees policy implementation;
- Receives reports on racist incidents.

Headteacher

- Ensures implementation of this policy;
- Provides staff training;
- Takes action where discriminatory behaviour occurs.

#### Teaching Staff

- Ensure all pupils are included and represented;
- Promote equality in teaching and relationships;
- Challenge discriminatory behaviour.

#### Visitors & Contractors

- Must comply with the school's Race Equality Policy.

#### If a Racist Incident Occurs

- Investigated swiftly, fairly and sensitively;
- All incidents recorded on SIMS (including graffiti);
- Governors and LA receive termly reports.