

Elmsett C. of E. V.C.P. School



Race Equality Policy

**Adopted by the Governing Body at the full
committee meeting held on
11th June 2012**

Signed:

Stephen Robinson, Chair of Governors



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Race Equality Policy

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1. The School Context

We are aware that our school and local population does not offer many opportunities to experience a multicultural society in its broadest sense.

We therefore aim to address this and raise awareness of other cultures through curriculum experiences.

Given other races are virtually unrepresented in our catchment area, let alone in the school community itself, it is all the more vital that children discover that they live in a culturally diverse society.

Multicultural experiences and issues are raised in many areas of the curriculum, including:

- PSHE and citizenship – activities in which we try to avoid stereotypes, to provide current, up-to-date information, and generate discussion on multicultural issues and ideas
- School twinning with New Jeshwang, Gambia
- KS1 topic-based history study of significant men, women and children drawn from the history of Britain and the wider world
- KS2 topic-based history study of significant individuals from the history and the wider world
- Religious education topics exploring (amongst others) Judaism, Christianity, Hinduism and Islam
- Art and design – e.g. specific artists from other cultures, aboriginal art, Islamic art, batik work and African patterns
- PE dance work – e.g. Indian, African and carnival dance
- Music – world music
- Literacy lessons – Oxford Reading Tree and All Aboard reading scheme non-narrative, narrative and poem texts from other cultures
- ICT – internet research of other countries, their religions and cultures
- Some assembly themes recognising other cultures
- Visiting speakers or groups representing other cultures must also be arranged, as well as educational visits to promote awareness of other countries and faith communities
- The range of books in our library exploring multicultural themes must be expanded as will the range of fiction by authors from other parts of the world.

- Given the lack of racial mix in our school, it is all the more essential that should a family from another ethnic group join us, we would be geared up as a school to welcome the children and their parents.

2. Aims and Values

In our school we aim to:

- Promote equality of opportunity
- Promote relations between people of different racial groups across all areas of school activity
- Eliminate any sign of unlawful racial discrimination - both direct and indirect (where a rule or condition is applied equally to everyone but is met by a considerably smaller proportion from a particular racial group)

These three aims are in accordance with the Race Relations (Amendment) Act 2000, which amends the Race Relations Act 1967 and presents general and specific duties with which schools are required to comply.

3. The School's Commitment to Race Equality

The school is committed to promoting race equality and strongly maintains that the relevance of proportionality does NOT depend on the number of ethnic minority pupils.

Race equality is an important issue for ALL schools in preparing pupils to live in a culturally diverse society.

We are required to meet the duty by law, and where necessary resources must be found by our school to promote race equality. We recognise that "lack of funding" is not a legally acceptable excuse for failing to meet our duty to promote race equality.

4. Responsibilities towards the Policy

The head teacher is the race equality coordinator and the Curriculum and Pupil Matters Committee of governors have a duty to monitor the school's implementation of this policy, which must be seen to go beyond words and be put into action.

5. Assessment, Monitoring and Review

As our review of all school policies continues, each policy must be checked to ensure it is "race equality proof". Any new policies must likewise address race equality.

Amendments and additions will be made to policies where necessary. Results of these race-equality assessments will be published annually in the head teacher's report.

6. Promoting the Policy

All teaching staff are provided with a copy of the full policy.