



RACIAL EQUALITY POLICY

RATIONALE

Milecastle Primary School welcomes its duties under the Race Relations (Amendment) Act 2002 and is fully committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities.

AIMS

1. To acknowledge the existence of racism and, as a school, to work towards the implementation of measures to eliminate it.
2. To promote equality of opportunity and an inclusive curriculum, ethos and learning environment.
3. To promote good relations in order to encourage inclusion in the wider community.
4. To ensure that pupils and staff from all racial groups are encouraged to achieve their full potential.
5. To prepare children for a life in a culturally diverse society.
6. To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feels valued, respected and welcomed.

GUIDELINES

Milecastle Primary School will promote equality and challenge racism by:

- exploiting opportunities to celebrate the richness and diversity of different cultures and the achievements of individuals.
- creating opportunities in assemblies, R.E., Circle Time, P.S.H.E and Citizenship to discuss issues of prejudice.
- Examining the curriculum content to eliminate the use of negative images and promote the use of positive images wherever possible.
- Reviewing all texts to ensure appropriateness and inclusiveness.

- Ensuring all staff challenge inappropriate racist comments used both in and out of lesson times.
- Banning racist badges etc. from school.
- Following L.E.A. Guidelines on reporting any racist incidents on the on-line system using the definition of a racist incident found in the MacPherson report; "A racial incident is any incident which is perceived to be racist by the victim or any other person".

BREACH OF THE POLICY

- The school will use the on-line system (ARCH) for any incident that occurs, whether by pupils or staff.
- Because of the immaturity of primary pupils, parents will be consulted regarding any racist incident and they will be involved in the creation of strategies to modify the behaviour of the perpetrator(s).
- In the case of a pupil, the consequence of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.
- In the case of an adult incident, the procedures outlined in the Personnel File will be instigated.

RESPONSIBILITIES

The Governing Body and the headteacher will ensure that the school complies with all relevant Race Equalities legislation.

The Governing Body and the headteacher will ensure that the policy and related procedures and strategies are implemented, including local recording and reporting of racist incidents.

The headteacher will ensure that all staff are aware of their responsibilities under this policy.

MONITORING THE POLICY

Any racial incidents will be reported by the headteacher to the Governing Body.

This policy will be regularly monitored and reviewed to ensure that it is implemented appropriately, is achieving its intended purpose and does not disadvantage any individual or particular group within the community.

CONCLUSION

Milecastle Primary School will ensure that the content of this policy is known to all staff and governors and also, as appropriate, to all pupils and parents.

POLICY REVIEWED: 24 JANUARY 2007

POLICY REVIEWED: 16 OCTOBER 2012

GOVERNOR SIGNATURE: _____