



A place to shine ...

Let light shine out of darkness and God's light shine in our hearts

2 Corinthians ch4, v6

Racial Equality policy

Consultation that has taken place	October 2020
Date formally approved by governors	October 2020
Date policy became effective	October 2020
Review date	October 2021
Person responsible for implementation and monitoring	Mrs Dawn Day Mrs Faye Kerr

***'For we were all baptised by one Spirit so as to form one body – whether Jews or Gentiles, slaves or free – and we were all given the one Spirit to drink.'* (1 Corinthians 12 verse 13)**

Rationale

Central Walker Church of England Primary School aims to develop every child in our care enabling them to become effective independent learners. We engender in our pupils a respect for each other and a pride in ourselves. Our school is a place where pupils of all races, religions, gender and abilities will find security and respect for themselves, their families, other people and their traditions.

Aims and Objectives

- We will work towards racial equality in all areas of our school life.
- We will seek to eliminate racial discrimination
- We will combat racial harassment

Strategies to achieve these aims

- In our learning environment, we aim to meet the individual need of every child, providing appropriate learning experiences in which every child can reach their full potential, regardless of race, colour, religion, gender or nationality.
- We will offer a stimulating and challenging curriculum, which is broad, balanced and differentiated to meet the needs of every child, whilst maintaining high expectations and equality of opportunity.
- Racial harassment or expression of prejudiced views within school will not be tolerated.
- We will provide a curriculum, which promotes cultural diversity and prevents racism.
- We will not allow racial discrimination to restrict pupils' access to any benefit or facility.
- We will record all racist incidents.
- We will report all racist incidents to parents, governors and the LEA.
- Our admissions procedures follow NEAT/LA guidelines.
- All children are given equal access and no child is discriminated upon with regard to race, colour or religion.
- We will work in partnership with parents and the wider community to promote racial equality and tackle racial discrimination.
- We will provide a school environment free from oppressive behaviours such as bullying and racism.

The school defines racism as ...

"Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its' more subtle form it is as damaging as it is in its' overt form".

- We will define racist incidents to include name-calling, racist bullying, graffiti and slogan writing.
- The school will record and report all racist incidents.
- All staff and governors are expected to follow this policy and to deal with any racial incident immediately. This means any incident reported inside or outside the school.
- The Head Teachers will ensure the policy is implemented and that all staff are aware of procedures and strategies. Reported incidents will be dealt with promptly and effectively.
- The Governing body will ensure that the school complies with Race Relations legislation and has an up to date policy and guidance in operation. These procedures will be monitored through governor visits.
- The school will monitor the policy through observation, work sampling and dialogue.

Our curriculum will ...

provide sufficient opportunity for pupils to learn about cultural diversity and directly challenge racist attitudes and behaviour.

We will do this by using our school's long-term curriculum planning documents to ensure better continuity and progression in the exploration of such themes.

Our class circle time sessions will be used to promote the learning objectives within the citizenship and PSHE curriculum.

Progress, attainment and assessment procedures ensure that the school is aware of each child's progress. Attainment and progress data for all children is analysed in terms of gender, ethnicity and social background.

Baseline is used appropriately for all pupils with added analysis of added value in relation to specific groups as well as the whole intake.

Records are kept of work progress; marking of work is consistent across groups of pupils.

Reports to parents are accessible.

When dealing with racist incidents in school, it is important that all staff share our common approach and procedures.

- When an incident is witnessed or reported, it should be immediately reported to the Head Teachers or member of the Senior Leadership Team.
- The incident must be recorded immediately.
- The school guidelines for investigating difficult incidents must always be followed.
- Perpetrators must be told that their behaviour is unacceptable. They must be encouraged to fully discuss the incident with the Head Teachers/Pastoral Lead/SLT member and to empathise with their victim.
- The school may contact the parents of victim and aggressor.
- Any racist literature, graffiti, badges will be removed immediately from the school site.
- Our school 'buddy system' will be used to ensure the victim has an immediate network of friends and supporters.

Policy Review

The school will monitor the policy and its impact on pupils by

- Regularly reviewing policies for equality of opportunity, anti-racism and behaviour to ensure they are effective and promote racial equality.
- The race equality policy will be reviewed on an annual basis to ensure it meets relevant changes in legislation.

The policy will be judged to be effective if the

- number of racist incidents is reduced
- the same person does not repeat racist incidents
- up to date incident records are available.

This policy should be read in conjunction with the school policies on equal opportunities and behaviour.