

Racial Equality Policy

Rationale:

The mission statement of our school talks of valuing the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We promote the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related school policies – Anti-Bullying, Equal Opportunities, Inclusion and Special Educational Needs.

The General Duty requires us to have due regard to the need to:

- ◆ eliminate racial discrimination
- ◆ promote equality of opportunity
- ◆ promote good relations between people of different racial groups

The specific duties require us to:

- ◆ prepare a written policy on racial equality
- ◆ assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils
- ◆ monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils

Aims & Objectives:

In our school we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- ◆ creating an ethos in which pupils and staff feel valued and secure
- ◆ building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others
- ◆ having consistent expectations of pupils and their learning
- ◆ removing or minimizing barriers to learning, so that all pupils can achieve
- ◆ ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning
- ◆ actively tackling racial discrimination and promoting racial equality through our School Prospectus, newsletters to parents and displays of work
- ◆ regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures
- ◆ making clear to our pupils what constitutes aggressive and racist behaviour
- ◆ identifying clear procedures for dealing quickly with incidents of racist behaviour
- ◆ making pupils and staff confident to challenge racist and aggressive behaviour

Organisation:

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will

- ◆ ensure equality of access for all pupils and prepare them for life in a diverse society
- ◆ use materials that reflect a range of cultural backgrounds, without stereotyping
- ◆ promote attitudes and values that will challenge racist behaviour
- ◆ provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- ◆ seek to involve all parents in supporting their child's education
- ◆ provide educational visits and extra-curricular activities that reflect all pupil groupings
- ◆ take account of the performance of all pupils when planning for future learning and setting challenging targets
- ◆ make best use of all available resources to support the learning of all groups of pupils

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- ◆ stop the incident and comfort the pupil who is the victim
- ◆ reprimand the aggressor and inform the victim what action has been taken
- ◆ if the incident is witnessed by other pupils, tell them why it is wrong
- ◆ report the incident to the headteacher or deputy headteacher and inform her of the action taken
- ◆ inform the class teacher(s) of both the victim and the aggressor, then record what happened in the incident book (kept in the School Office)
- ◆ inform both sets of parents, if appropriate

The school has implemented recommendations from the Stephen Lawrence Inquiry: MacPherson Report (1999). The diversity of our society is addressed through our curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded.

Monitoring & Evaluation:

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different racial groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information.

School performance information is compared to national data and LA data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:

- ◆ exclusions
- ◆ incidents of racism, racial harassment and bullying
- ◆ parental involvement
- ◆ community involvement

The success of this policy will be evaluated by the SLT through:

- ◆ the monitoring activities mentioned above
- ◆ the frequency of recorded incidents
- ◆ positive comments relating to procedures and the security and happiness of children, parents and staff.

Initial date of policy: October 2002

Policy last reviewed: July 2018

It is the intention to review this policy annually.