

Luxulyan C P Academy

Policy Co-ordinator – Governing Body

Race Equality Policy

Date: January 2017

Review Date: January 2019

The school has a statutory duty to implement the contents of this policy.

AIMS

This policy supports the aims of the school in that it seeks to promote the welfare of all pupils and their academic and physical achievement, especially those from ethnic minority backgrounds. The school recognises that minority ethnic pupils and their families often experience exclusion simply because they are different and it wishes to support those pupils and their families in particular ways, set out in this policy. The policy also aims to meet the requirements of the Race Relations (Amendment) Act 2000.

STATEMENT CONCERNING RACISM

Racism is defined by the school as attitudes and actions directed against a person by virtue of the fact of their colour and/or ethnicity in such a way as to hurt them or to engage in stereotyping. The school believes that racism is wrong, and it will not tolerate racist attitudes. Staff will always challenge racist attitudes and behaviour when they encounter it or when it is brought to their attention. The school will not tolerate racist taunting or bullying. If parents are involved in racial abuse then the police may well be informed of such incidents.

MULTI-CULTURAL AND ANTI-RACIST EDUCATION

Every school, through implementing the Inclusion Statement in the National Curriculum and teaching Religious Education should seek to promote a view of Britain as a home for people of different colour, ethnicity, faith and culture. We seek to recognise the multi-cultural nature of Britain in the twenty-first century. The school regards a multi-cultural society as a positive feature of modern Britain, one that celebrates its rich diversity. As part of its specific work in RE and through PSHE and Citizenship, the school will seek to focus on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

COMBATING RACISM

The school recognises that racist attitude and bullying could go unreported. Therefore, the school, with the consent of ethnic minority parents, will monitor their pupils in such a way as to find out what sort of attitudes or bullying have taken place and if racial taunts have been used.

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Their class teacher will monitor ethnic minority pupils at least on a half-termly basis, with any incidents being reported to the head for appropriate action. Where it can be established that an incident had a racist element the school will ensure that it lets all concerned know that it will not tolerate racism. The incident will be reported to the parents and they will be notified of any action taken. County Hall will be notified using the Diversity Discrimination form.

PUBLIC STATEMENTS

The school's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes from either staff parents or pupils. Visitors will be informed that racism is unacceptable and will not be tolerated in the school.

Each year the Local Governing Body will receive a report from the Headteacher concerning racism which will indicate if any incidents have happened and how they were dealt with. The school newsletter will state from time to time the school's commitment to combating racism.

MONITORING MINORITY ETHNIC PUPIL'S ACHIEVEMENTS

Given the small number of ethnic minority pupils in school their progress cannot clearly be seen statistically. Hence the school will track individual ethnic minority pupils using SATs and Optional SATs data to measure progress against that expected of all pupils in the school. Where concerns arise the school will seek the most appropriate intervention in consultation with parents.

The school will assess all ethnic minority pupils for their use of English. If their teachers feel that there are difficulties then they will inform the school's SENDCO who will undertake further diagnosis and guidance.

WORKING WITH PARENTS

The school will take positive measures to support the parents of ethnic minority pupils. At parents' evenings teachers will bring up the issue of racism to see if any attitudes have been picked up by the family and not been reported to the school. Where there is a language barrier the school will contact the Local Authority to see what sort of support is available.

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SCHOOL VISITS AND VISITORS TO CORNWALL

When going on school trips, the issue of living in a multi-cultural society will be brought up and pupils will be reminded of their responsibilities to act appropriately. Pupils exhibiting racist attitudes or using racial abuse will be dealt with severely by the school.

When studying Cornwall, mention will be made of the different sorts of people who come to visit the county and it will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come here on business on holiday.

EXCLUSIONS

Teachers should be alert to early signs of disaffection for school and as a result, a drop in attainment of their pupils, that may lead to their exclusion from school. When this happens to an ethnic minority pupil the school will talk with the parents to see what measures can be taken to keep the child in school.

The Governing body will note the ethnicity of all excluded pupils, whether temporary or permanent.

ETHNIC MINORITY TEACHERS

The school welcomes applications from all qualified teachers irrespective of gender, race, ethnicity or sexuality for posts advertised by the Governors. When teachers from ethnic minorities are appointed they will have the opportunity of ethnic minority mentoring. The Headteacher will speak to ethnic minority teachers about the issue of race as part of their annual review.

MONITORING AND EVALUATION

The Headteacher will monitor the effectiveness of the policy annually. This will be done in the following ways:

- Monitoring the number of incidents with a racial element;
- Monitoring the effect of the curriculum which has a focus of combating racism;

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- Talking with parents of ethnic minority pupils to ensure that they are happy with the workings of the school policy and talking with ethnic minority pupils to ask them how they feel the policy is working;
- A report to governors will be made annually on the effectiveness of the policy and amendments made where necessary.
- All racially motivated incidents will be reported as soon as possible.
- Staff who suffer racial abuse will be advised to report the matter to the police;
- The Local Governing Body will undertake to review the policy as it recognises that it is its statutory responsibility to do so.

CONCLUSION

All schools need to do their best to challenge racist attitudes and behaviour, even when they have no ethnic minority pupils currently at the school. This is not only a legal duty but also a moral one for all those who are involved in education to help build a better future for all people.

This policy will be reviewed every two years or as often as necessary.