

## **Newchurch Community Primary**

### **Racial Equality Policy**

### **Mission Statement**

Newchurch will give every child a flying start by working in partnership with parents, staff and the community to develop well-rounded citizens who will contribute in a positive way to society.

### **Persons with Responsibility**

Sara Lawrenson  
Governors

### **Linked Policies**

Equal Opportunities  
Staff Development

**Next Review:** October 2019



## **Rationale**

At Newchurch Primary School, we are committed to tackling racial discrimination and promoting equality of opportunity and good race relations. We try to make our school a community in which each child feels that both they and their achievements are truly valued and in which each member has a responsibility for and a dependence on every other member. We attach great importance to consideration of others at all times and we look to children continually improving their own standards.

This policy has been developed in response to legislation and policy requirements such as:

- Race Relations (Amendment) Act 2000 which places a duty on schools to:
  1. Eliminate unlawful discrimination
  2. Promote equality of opportunity and good relations between persons of different racial groups
  3. Prepare and maintain a written Race Equality Policy
  4. Assess and monitor the impact of policies on parents, pupils and staff including impact and attainment
  5. The Stephen Lawrence Inquiry report Recommendations (McPherson – Feb, 1999) and the Home Office Guidance on the Enquiry Report (April, 2000)
  6. The Crime and Disorder Act 1998 and the Human Rights Act 1998
  7. The Commission for Racial Equality Standards 'Learning for All'
  8. Promote procedures relating to Safeguarding of children

## **Aims and Objectives**

It is our belief that we should provide each child with the wide range of experiences and the caring, stimulating environment that will create the opportunity for each child to achieve the maximum possible physical, intellectual, emotional and social development. We believe no child will achieve all that their talents and abilities will allow without having a positive self-image.

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 aim to:

- Promote an inclusive curriculum, ethos and learning environment
- Celebrate cultural diversity
- Promote a climate of understand, tolerance and harmony
- Combat discrimination, prejudice and harassment
- Promote equality of opportunity
- Create a school in which every person, irrespective of their race, colour, ethnic origin or citizenship, feel valued and welcomed

We will achieve this by considering the following factors:

- . Value and respect for all members of the school community
- . High academic standards for all
- . We will encourage children to value and enjoy learning
- . Maintain high standards of behaviour
- . Children will be encouraged to take an active, confident part in society
- . Staff and pupils will feel confident to challenge racist and aggressive behaviour

### **Implementation**

School policies reflecting the principles of race equality will include:

- . Pupils' progress, attainment and assessment
- . Behaviour, discipline and exclusions
- . Pupils' personal development and well-being
- . Teaching and learning
- . Admissions and attendance
- . Curriculum content
- . Staff recruitment and professional development
- . Partnerships with parents and communities
- . Religious Education

We will continue to develop our resources to enhance our access to knowledge about different religions and cultural diversity. The RE Curriculum supports this, as does the Equality Scheme for 2017-2020.

The governing body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented.

The head teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support where necessary; and for taking appropriate action in any cases of discrimination.

The school will provide an educational programme which meets the requirements of the National Curriculum and promotes spiritual, moral, physical, social and cultural development. We respect the religious beliefs and practice of all staff, pupils, parents and the community and comply with all reasonable requests relating to religious observance and practice.

Our kitchen staff will gladly provide appropriate meals and are made aware of the need to do this.

## **Teaching and Learning**

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.
- Encourage children to become responsible members of the school community, contributing to its values and ethos.
- 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 others.
- Seek to involve all parents in their child's education.
- Take account of the learning of all pupils and set challenging targets.
- Make best use of resources.

All staff are expected to, in line with the racial incidents policy:

- a. Deal with any racist incidents that occur;
- b. Know how to identify and challenge racial and cultural bias and stereotyping.
- c. Support pupils with English as an additional language.
- d. Incorporate principles of equality and diversity into all aspects of their work.
- e. Report any incidents and complete the relevant documentation.

## **Breaches of the Policy**

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.

Breaches of this policy will be dealt with by the Head teacher and the Governing Body.

## **Monitoring**

Records of all forms of racial discrimination are kept and monitored.

This policy will be reviewed bi-annually.