



John Randall

Be Ready, Be Respectful, Be Safe

Racial Equality Policy

February 2019

Introduction - The Context of the School

We have a very small percentage of children and families from different ethnic backgrounds. There are few racist incidents reported in the school. Each of these has been managed in line with the school and LA policies. The number of incidents is reported termly to the Governing Body and annually to the LA with 'as and when' online reporting

Rationale

The Race Relations (Amendment) Act 2000, imposes a positive duty on schools to

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

Responsibilities

The Governing Body will:

- Maintain an overview of implementation of the race equality policy, and that information relating to racial equality will be discussed by the Governing Body on a regular basis
- In partnership with school, be proactive in promoting racial equality and good race relations and tackling unlawful racial discrimination

In collaboration with school managers, encourage, support and enable all pupils and staff to reach their full potential

The Headteacher will:

- Co-ordinate racial equality work
- Deal with reported incidents of racism and racial harassment
- Ensure compliance with the Race Equality Policy

All staff are aware of:

- How to deal with racist incidents, and how to identify and challenge racial bias and stereotyping
- Their duty to promote race equality, promote good race relations and challenge discrimination



- The need to keep themselves up to date with Race Relations legislation

Visitors and contractors are responsible for complying with the school's Race Equality Policy.

Aims

The school is committed to

- Promoting racial equality, good race relations and challenging racial discrimination
- ensuring that school is a place where everyone feels welcome and able to achieve their full potential
- protecting the rights of all pupils, parents, staff and visitors to the school
- respecting and valuing the differences between people
- meeting the diverse needs of pupils
- preparing pupils for life in a multi-ethnic society
- acknowledging the existence of racism and being proactive in tackling and eliminating racial discrimination

Implementation

The school will implement the policy:

- by opening up to the whole school a discussion about race equality and how it needs to underpin all aspects of school life;
- by providing appropriate training for staff and Governors;
- by ensuring that the whole school community is aware of and understands the need to promote race equality, develop good race relations and challenge discrimination; (Leaflets produced by SMDS "Making a Difference" are available for parents);
- by monitoring, reviewing and evaluating the effectiveness of this policy on a regular basis.

(See also Community Cohesion Action Plan)

Policy Planning and Review

Policy planning

The school will ensure that they:

- set targets for removing any identified disparities between different groups of pupils
- monitor the attainment and progress of pupils,
- celebrate strengths with different subject areas;

Reviewing and Evaluating Policies

The school will ensure that racial equality issues arising from reviews and evaluations will be used to inform planning and future action plans.

Racism, Racial Harassment and School Ethos

The school:

- opposes all forms of racism, racial prejudice, racial harassment and racial discrimination, including the use of power to intimidate others through verbal or physical abuse, name calling, exclusion from groups and games, damaging or stealing property, unwanted looks or comments, "jokes", note passing, distribution of offensive literature and graffiti; publicly values and supports diversity through a range of activities including the PSHE, Citizenship curriculum, community cohesion, assemblies and performances;
- caters for the dietary and dress requirements of different religious groups and enables pupils to observe festivals and events relating to their faith;
- will actively promote good personal and community relations by fostering a positive atmosphere of mutual respect and trust among pupils from all racial groups;
- has procedures for dealing with, recording and reporting incidents of racial harassment and bullying that are consistent with LA policies and guidance;
- will collate incident reports for presentation to Governors on a termly basis;



- will ensure that incidents of racial discrimination or racial harassment involving pupils will be dealt with promptly, firmly, and consistently and in accordance with the school's disciplinary procedures for pupils, and that action will be taken to support victims;
- will work with the LA and other partners to tackle racism and racial harassment;
- will ensure that all staff are given appropriate training and support to enable them to deal effectively with racist incidents, racial harassment and bullying;
- will ensure that all pupils, staff and parents are made aware of the procedures for dealing with racism and racial harassment and that such behaviour is always unacceptable;
- will ensure that incidents of racial discrimination or racial harassment involving staff will be dealt with in accordance with the school's discipline and grievance procedures.

The school will ensure that:

- admissions policy and criteria do not disadvantage pupils from particular racial groups and that action will be taken to remove any inequalities that are identified;
- comprehensive information about the pupil's ethnicity, first language, and religion will be included in all admission forms;
- the admissions process will be monitored by ethnicity to ensure that it is administered consistently and fairly to all pupils;
- parents/guardians are aware of their responsibilities in relation to pupil attendance and absence as indicated in the Home School Agreement and School Prospectus;
- staff who follow up absence are aware of and sensitive to relevant community issues;
- provision will be made for leave of absence for religious observance and this includes staff as well as pupils.

Attainment, Progress and Assessment

The school:

- has high expectations of all pupils and is committed to encouraging and enabling all pupils to achieve the highest standards;
- will ensure that pupil attainment and progress is monitored by ethnicity and gender and evaluated to identify trends and patterns of achievement;
will take action to remove any disparities in performance between different groups of pupils;
- recognises and values all forms of achievement, and gives recognition to children who achieve their full potential;
- will monitor procedures, processes and tools for assessment to ensure that they are, as far as possible, free of cultural or linguistic bias;
- will ensure that all EAL learners are appropriately supported in the assessment process and that particular attention will be paid to identifying and meeting any support needs.

Strategies For Raising Minority Ethnic Achievement The

school will employ the following strategies:

- teaching which is clearly and sharply focused on EAL learners and differentiated to meet their needs at different stages and levels of English language competence.
- offering a curriculum to reflect the backgrounds of pupils;
- teaching which identifies a clear language focus for pupils' learning, and exploits the language potential of every activity for EAL learners.
- awareness of different learning styles;
- mainstream staff taking full responsibility for teaching EAL learners while planning jointly with staff from SMDS;



- raising awareness that, although lack of fluency in English does not denote SEN, as with English speakers, a proportion of EAL learners will also have SEN;
- providing SEN assessment in home language/first language; (where ever possible)
- inviting and encouraging minority ethnic parents to share aspects of their culture within the school, e.g. curriculum resources, literature and music.

Behaviour, Discipline and Exclusions

This complements the Behaviour policy and anti-Bullying Policy.

The school will:

- monitor exclusions by ethnicity;
- monitor rates of exclusion between pupils from different racial groups;
- recognise and take into account that cultural background may affect the way behaviour is interpreted.

The school will monitor by ethnicity:

- grievance
- resignations
- applications for employment and successful application
- successful applications for training
- issues related to Performance Management.
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Curriculum

The school will ensure that:

- the curriculum is planned to incorporate the principals of racial equality, challenge racism and promote positive attitudes towards diversity;
- all pupils have access to the curriculum;
- resources and displays portray positive images of different people and cultures;

- extra-curricular activities and events will cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

Staff Recruitment and Professional Development

- All staff are encouraged to develop and achieve their full potential.
- The school has procedures to ensure that applicants for jobs, promotion, or professional development opportunities are not discriminated against on racial grounds.
- All those involved in recruitment and selection will be trained and aware of what they should do to avoid racial discrimination.

Applications for posts will be monitored by ethnicity and the information will be supplied to the LA on an annual basis.

- Professional development opportunities and promotions will be monitored by ethnicity.

Breaches of this policy by staff or governors will be dealt with in accordance with the school's discipline and grievance procedures.

Partnerships with Parents and Communities

- All parents are encouraged to participate at all levels in the full life of the school, and steps are taken to encourage the involvement of under-represented groups.
- Information and material for parents is accessible in user friendly language and will be available in languages and formats other than English as appropriate and whenever possible.

Cross Reference

- Equality Policy
- Behaviour Policy
- Anti-Bullying Policy
- Community Cohesion Plan



These policies will be reviewed and updated annually and amendments will be made as new legislation comes into being.