



Race Equality Policy

This policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors.

AIMS

1. Aims of the race equality policy

Our race equality policy builds upon our aims, core values and the ethos of the whole school community. We recognize our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy will be an integral part of our school life.

2. Specific Aims

Aims

- to acknowledge the existence of racism and to work towards the elimination of unlawful discrimination.
- to promote equality of opportunity.
- to promote good relations in order to encourage inclusion in the wider educational community.
- to ensure that students and staff from all racial groups are encouraged to achieve their full potential.
- to prepare students for a life in a culturally diverse society.
- to create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feel valued and welcomed.

Purpose

- address and raise standards of educational attainment for those groups of students at risk of underachieving.
- to promote an inclusive curriculum ethos and learning environment.
- to celebrate cultural diversity.
- to promote a climate of understanding, tolerance and harmony.
- to combat discrimination, prejudice and harassment.
- to address the under representation of black and minority staff in school.

3. Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The governors will develop their knowledge and understanding of race equality.



It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. Mrs A Fletcher is the member of the senior management team with designated responsibility for race equality. Responsibilities will include the monitoring and reporting of racist incidents to the governing body and the Local Authority.

*The governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.*

We recognise that teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

4. How the school will fulfil its commitment to race equality.

The school will fulfil its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships.

The school will fulfil its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the school community.

The school will fulfil its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.

Racism / racial harassment

The school will fulfil its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the Local Authority.

Curriculum / teaching and learning

The school will fulfil its commitment to race equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.

The school will fulfil its commitment to race equality by ensuring access to the curriculum for all pupils to meet their individual needs.

The school will fulfil its commitment to race equality by ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.

The school will fulfil its commitment to race equality by creating learning environments where all pupils can contribute fully and feel valued.

The school will fulfil its commitment to race equality by ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.



The school will fulfil its commitment to race equality by:

- *exploiting opportunities to celebrate the richness and diversity of different cultures e.g. 'Black History Month'.*
- *exploiting opportunities through assemblies to deal with issues of prejudice e.g. 'Kick Racism out of Football'.*
- *exploiting opportunities through the teaching of PSHCE e.g. The use of visiting speakers, role-play exercises, the use of media and film.*
- *purchasing and reviewing resources such as texts and IC software to ensure appropriateness in relation to inclusivity.*
- *requiring all members of staff to challenge inappropriate racist or stereotypical comments used both in lessons and in social environments. Examples should include the use of offensive works and stereotypical 'mimicking'.*
- *examining the content of our curriculum to ensure that negative images are not portrayed and that exemplars of positive images are promoted wherever possible.*
- *maintaining close links with the local authority advisor for Ethnic Minority Achievement for guidance on resources, developments and achievements.*

Achievement / attainment /assessment / progress

The school will fulfil its commitment to race equality by having procedures to monitor attainment and achievement by racial groups in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.

Attendance

The school will fulfil its commitment to race equality by monitoring pupil attendance by racial group and by using the data to develop strategies to address poor attendance.

Behaviour / discipline / exclusion

The school will fulfil its commitment to race equality by monitoring pupil behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

Staff recruitment and career development

The school will fulfil its commitment to race equality by monitoring and evaluating employment practices and by reporting to the local authority to allow it to fulfil its specific duty under the Act.

Community / parental consultation

The school will fulfil its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.

Members of the governing body

The school will fulfil its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.



Professional development of all staff

The school will fulfil its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

5. Implementation

The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities including those arising from the Race Relations Amendment Act and complies with all legislation in relation to race relations. A named governor will be responsible for monitoring the implementation of the policy. The headteacher is the named person with overall responsibility in school for the implementation of the policy and the school management will be pro-active in promoting racial equality, tackling unlawful racial discrimination and ensuring that all staff is aware of their responsibilities. The headteacher will be the named person responsible for taking disciplinary action against staff or students who racially discriminate.

The school's development / improvement planning process will be the main vehicle for implementing the policy. The process for implementation is as follows:-

- policy document to all staff and governors
- presentation at full governors meeting
- workshops for all staff
- headteacher to attend training.

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by:-

- collecting and analysing data and other information
- consulting with parents and the school community
- reporting regularly to the timetable identified in the action plan.

The school will publish annually the results of the monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified.

6. Relationships with other School Policies

The policy will be reviewed annually in relation to the aims and content of other school policies, such as :

- Equal Opportunities Policy
- Anti-Bullying Policy
- Assessment
- Monitoring and Target Setting
- Gifted and Talented
- Special Educational Needs
- Recruitment



7. Action Plan

- Complete racial incidents form on a termly basis and report to governors.
- Complete annual racial incidents form and report to governors and local authority.
- Whole school training
- NH to attend INSET
- Analyse progress of specific groupings and report to governors.
- NH to liaise with Ethnic Minority teachers working in school and report to governors.
- LP and KM to ensure curriculum units and curriculum maps show cultural diversity.
- MB to ensure RE and Assemblies/Acts of Worship show cultural diversity.
- Attendance of different groups to be monitored by KG and NH with annual report to governors.
- Policy to be included on our web pages and parents informed [also able to request hard copy]



**Holland Moor
Primary School**

This policy was last
reviewed in August 2021.

M Beale

