



RACE EQUALITY POLICY

Reviewed April 2017

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AIMS OF THE POLICY

This policy supports the aims of the School, in particular:

- To help children develop lively and enquiring minds; the ability to question and reason rationally.
- To develop in children self-discipline, self-motivation, independence and confidence.
- To encourage in children caring attitudes, thoughtfulness, respect and understanding for others.
- To encourage and welcome parents into our School so they share their children's education in partnership with us.

This policy also:

- Supports the aims of the School in that it seeks to promote the welfare of all pupils and their academic achievement, regardless of their ethnic background
- Seeks to set out how the School will respond to incidents of racism, offering appropriate support to pupils, parents and carers within the School community
- Clarifies the support given to minority ethnic members of staff
- Aims to meet the requirements of the Race Relations (Amendment) Act 2000.

STATEMENT CONCERNING RACISM

Our School adopts the Commission for Racial Equality's definition of racist behaviour and racist incidents.

Racist Behaviour

The Commission for Racial Equality (CRE) defines racist behaviour as:

any hostile or offensive act by a person of one racial or ethnic origin against a person of another racial group or ethnic origin or any incitement to commit such an act in:

- such a manner as it interferes with the peace and comfort of the aggrieved person;
- that the quality of life of the person aggrieved is reduced;
- that the person(s) aggrieved fear for their safety.

A Racist Incident

A racist incident is any incident which is perceived to be racist by the victim or any other person. (The Home Office, 23 March 1999).

The School believes that racism is unacceptable and it will not tolerate racist attitudes among its staff, pupils or those who visit the School. Staff, when they encounter it or when it is brought to their attention, will always challenge racist attitudes and behaviour. The School will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

STATEMENT ABOUT POSITIVE MULTI-CULTURAL AND ANTI-RACIST EDUCATION

The School, through its basic curriculum, seeks to recognise the multi-cultural nature of Britain. The School regards a multi-cultural society as a positive feature of Britain, one that celebrates a rich cultural diversity. As part of the whole curriculum and specifically RE, Geography, PSHE and Citizenship entitlement for all pupils, there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

COMBATING RACISM – BEHAVIOUR MANAGEMENT

The School's Behaviour Management Policy and Anti-bullying Strategy relates racism and racist attitudes. The School will respond to all racial incidents. Such incidents will be monitored and reported appropriately (see Appendix). The School will review any reported racial incidents annually.

COMBATING RACISM – PUBLIC STATEMENTS

The School will make known its commitment to combating racism in the following ways:

- The School's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes, either exhibited by staff, pupils or parents.
- Visitor policies will make it clear that racism is unacceptable and will not be tolerated by the School.
- The Home/School Agreement will include the unacceptability of racial abuse or racially motivated behaviour.

MONITORING MINORITY ETHNIC PUPILS' ACHIEVEMENT

The School has a small number of minority ethnic pupils and recognises that the group is statistically too small to make judgements about their attainment as a whole. Therefore, the School will track individual minority ethnic pupils using SATs and optional SATs data to measure progress against that expected for all pupils in the School. Where concerns about the progress of any pupils arise, the School will seek the most appropriate intervention in consultation with parents. All data will be held on the School's tracking system.

Teachers will be alert to early signs of disaffection or a drop in attainment or progress. When this happens the senior management team will be alerted and an intervention will be put in place to ensure that progress is resumed and attainment is at the level expected.

The School will assess all minority ethnic pupils for their proficiency in English. Where support is needed, the School will contact the Local Authority (English as an Additional Language Team) to seek the appropriate assistance and support.

WORKING WITH PARENTS

The School will take positive measures to support the parents of ethnic minority pupils. The School's intention is that any parent should feel comfortable in approaching the School on

any issue that is affecting their child. Where there is a language barrier for the parents, the School will contact the LA to solicit support.

SCHOOL VISITS AND VISITORS

When going on trips, pupils will be reminded of their responsibility to act appropriately and to treat anyone they meet with respect.

EXCLUSIONS

In the case of exclusions, procedures for ethnic minority children will be the same as for any other child and it will be monitored according to LA guidelines.

MINORITY ETHNIC STAFF

The School welcomes applications from all staff irrespective of race, ethnicity, gender or sexuality for posts advertised by the governors. When all new staff are appointed they will have the opportunity of mentoring from the School. As part of our annual Performance Management, team leaders will enquire about any issues linked to race.

REPORTING, MONITORING AND EVALUATION

The Head Teacher will monitor the effectiveness of the policy on a regular basis. This will be done in the following ways:

- Monitoring the number of incidents with a racial element.
- Monitoring the curriculum to ensure a multi-cultural/ethnic approach.
- Talking with minority ethnic members of staff on the workings of the policy.

The School will offer to share verbally with the parents of the victim any letters or discussions that have taken place with the offender's parents.

A report to the governors will be made annually on the effectiveness of the policy and amendments made where necessary. All policy changes will be communicated to parents.

All racially motivated incidents will be recorded and reported to the LA as they occur on the appropriate form (see Appendix). This data is monitored by the LA for statistical purposes.

Individual incidents, whilst shared with parents, do not form part of the records that are transferred to the pupil's next School. Persistent incidences will be included in transfer records of the offender.

POLICY REVIEW

This policy will be reviewed after twelve months in the first instance and every two years after that. The governing body will undertake the policy review as it recognises that it is its statutory responsibility and not that of the Head Teacher or staff to do so.