

Learning for Ourselves, Respect, We Can



# RACIAL EQUALITY POLICY

**Reviewer: Diane South November 2016**

**Reviewed by WSCC: October 2011**

**Reviewed and approved by Full Governors :**

**Next review date: December 2018**

**RRS:-**

- 1. Without discrimination. The Rights of the Child Convention applies to every child whatever their ethnicity, gender, religion, abilities, whatever they think or say, no matter what type of family they come from.**
- 2. Freedom of thought, belief and religion. Every child has the right to think and believe what they want and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights of parents to give their children guidance about this right.**
- 3. Children of minorities. Every child has the right to learn and use the language, customs and religion of their family whether or not these are shared by the majority of the people in the country where they live.**

# **Racial Equality Policy**

## **Introduction**

We are a school that promotes cultural diversity in all areas of the curriculum. We have an inclusive climate and all children are made to feel part of the community regardless of differences. The diversity of the school community enables the school to draw on the local families and children as a cultural resource that can be shared by us all.

We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the curriculum we offer fosters positive attitudes to all people.

## **Aims and Values**

In this school we:

- Ensure that all pupils are encouraged and are able to achieve..
- Respect and value differences between people.
- Prepare pupils for life in a diverse society.
- Acknowledge the existence of racism and take steps to prevent it.
- Make the school a place where everyone, irrespective of their race, colour, ethnic or national origin, feels welcomed and valued.
- Promote good relations between different racial groups within the school and within the wider community.
- Oppose all forms of racism, racial prejudice and racial harassment.
- Are pro-active in tackling and eliminating unlawful discrimination.
- Have clear procedures in place to ensure that all staff deal with all forms of bullying and harassment promptly, firmly and consistently.
- Ensure that all incidents of harassment are recorded and monitored.
- Have staff who are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice.

## **Our Current Practice**

Our positive ethos and culture of inclusion has already been recognised and complimented by OFSTED.

We address equal opportunities and diversity through:

- Our School Values and Rights Respecting Schools
- Circle times and PSHCE discussions.
- RE teaching and assemblies.
- Having resources to support the teaching of customs and festivals.
- Learning about festivals from all religions and cultures.
- Giving children the opportunity to learn about other languages, other countries, cultures and beliefs.
- Using dual language books at story times.
- Using multi-cultural stories, songs and music.
- Having focus days on international issues and studies.
- Ensuring that our books and resources include something to interest all pupils.
- Using multi-lingual labels and posters around the school.
- Giving children visual timetables where appropriate.
- Addressing gender issues in children's attitudes, play and learning.
- Raising children's awareness of different languages and scripts.
- Young Interpreters supporting new children to school.

We all take responsibility for promoting cultural harmony in the school and take positive steps to raise the self esteem of all the children.

## **Reporting incidents**

All incidents are dealt with as soon as staff become aware of them.

All incidents are entered into a Log Book that is kept in the office.

The staff concerned will discuss the incident with both parties and parents/carers until the child causing concern has understood the seriousness of the incident.

## **Monitoring Incidents**

All incidents are monitored and filed on the termly report to the LEA. Incidents are reported to Governors via the Head Teacher's report.

The Head Teacher monitors the progress and attainment made by all groups and individual children and reports the findings to the staff and governors.

The Head Teacher reports any exclusions to the LEA and the Governing Body to enable them to monitor the incidence amongst minority groups.

## **Future Action**

The Head Teacher will ensure that all staff, parents/carers and governors are aware of the policy.

Senior Leadership Team will ensure that the policy is fully implemented by all staff.

Governors and senior staff will take steps to ensure that all staff are fully included in the school and have appropriate induction and training.

Staff will continue to address sensitive issues such as race and diverse cultures through assemblies and its Values Curriculum.

Teachers and teaching assistants will ensure that all children are aware of the need to report any incidents of racism, unfairness or victimisation to a member of staff.

### **Equal opportunities:**

We will aim to ensure that all children will have an equal opportunity to explore their potential regardless of gender, ability, cultural or religious background with reference to our school's equal opportunities policy.