



Scampton Church of England Primary School

POLICY FOR RACE EQUALITY

Rationale

The mission statement of our school talks of valuing the intrinsic worth of every person in the school. 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/or harassment of any kind. This policy helps ensure that this school promotes the value of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of British society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related school policies – Anti-bullying, Equal Opportunities, and Special Educational Needs.

The General Duty of the Act requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity;
- Promote good relations between all people (of different racial groups).

The specific duties require us to:

- Prepare a written policy on racial equality.
- Assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils.

Aims & Objectives

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 do this by:

- Creating an ethos in which pupils and staff feel valued and secure.
- Building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others.
- Having consistent expectations of pupils and their learning.

- Removing or minimizing barriers to learning, so that all pupils can achieve.
- Ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning.
- Actively tackling racial discrimination and promoting racial equality through our School Prospectus, Governors' Annual Report to Parents, newsletters to parents and displays of work.
- Making clear to our pupils what constitutes aggressive and racist behaviour.
- Identifying clear procedures for dealing quickly with incidents of racist behaviour.
- Making pupils and staff confident to challenge racist and aggressive behaviour.

Implementation

Teaching and learning style

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.
- Use materials that display positive images and reflect a range of cultural backgrounds, without stereotyping.
- Promote attitudes and values that will challenge racist behaviour.
- Provide opportunities for pupils to celebrate their own culture and appreciate the diversity of other cultures.
- Seek to involve all parents in supporting their child's education.
- Provide educational visits and extra-curricular activities that reflect all pupil groupings.
- Take account of the performance of all pupils when planning for future learning and setting challenging targets.
- Make best use of all available resources to support the learning of all groups of pupils.

Staff development

(To be read in conjunction with the Continuing Professional Development Policy.)

All members of staff are entitled to appropriate training, in order that they can play their full part in ensuring that our school achieves its aims. Training is linked to priorities within the school's



strategic plan. Funding for professional development is identified within the Standards Fund. Members of the governing body are also entitled to identify their own training needs including in relation to racial equality.

The school is required to supply the LEA with employment data related to racial groups employed by the school.

This policy is approved by the governing body.

The responsibility for implementing this policy is held by all members of the teaching staff.

Monitoring & Assessment

Tackling racial harassment

Any incident of racial harassment is unacceptable in our school. Incidents may 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. Any adult or child witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim.
- Reprimand the aggressor and inform the victim what action has been taken.
- If the incident is witnessed by other pupils, tell them why it is wrong.
- Report the incident to the Headteacher or deputy Headteacher and inform him/her of the action taken.
- Inform the class teacher(s) of both the victim and the aggressor, then record what happened in the incident book (kept in the main office).
- Inform both sets of parents, if appropriate.

The school has implemented the recommendations of *The Stephen Lawrence Inquiry: MacPherson Report (1999)*. The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded and reported to the governing body by the Headteacher.

Policy into practice

We have a rolling programme of policy review. Details of this appear in our school Development Plan. When policies are reviewed in future, governors will ensure that due regard is given to the promotion of racial equality within each policy.

Policy impact

We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information.

School performance information is compared to national data and LEA data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:

- Admissions and attendance.
- Exclusions.
- Incidents of racism, racial harassment and bullying.
- Parental involvement.
- Community involvement.

Our monitoring activities enable us to identify any differences in pupil performance. This allows us to take appropriate action to meet the needs of children and to set targets in our strategic plan, in order to make the necessary improvements.

Review

This policy was compiled by the Headteacher in consultation with all staff and Governing Body with reference to LA guidance on writing a Race Equality Policy.

This policy will be reviewed on a regular basis in line with school priorities.