

## **RACE EQUALITY POLICY**

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

### **Aims**

Our Race Equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognise 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.

### **Leadership/Management and Governance**

The Governing Body is committed to promoting equality, 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 the 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 C Page 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 LA.

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.

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.

### **How the school will fulfil its commitment to Race Equality**

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.

### **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 LA. Please refer to the RBWM 'Guidelines and Procedures for Dealing with, and Reporting Racist Incidents in Schools' We use Incident Report Form A.

**Curriculum/Teaching and Learning**

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

**Achievement/Attainment/Assessment/ Progress**

The school will fulfil its commitment to race equality by having procedures to monitor attainment and achievements by racial group 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. All exclusion data is shared with governors as and when necessary.

**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 LA 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 e.g. parents and carers are invited in to contribute to our annual Cultural Celebration Day.

**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 policy is linked to our Single Equality and Disability Scheme which is available to view on the school website at [www.oldfieldprimary.com](http://www.oldfieldprimary.com) under 'policies'.

This policy will be reviewed bi-annually or as the need arises.



Racist Incidents  
Guidance Handbook