

Aims

Our school aims to provide an education for all, acknowledging that the society within which we live is ethnically and culturally diverse and mirrors our own school community. We will strive to ensure that the culture and ethos of the school are such that, whatever the heritage, faith, language and origins of its members, everyone is equally valued, and that people treat each other with respect. We will try to provide opportunities for our pupils which will help prepare them for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.

We recognise:

- the inclusive nature of the National Curriculum and the opportunities PHSE presents for encouraging 'respect for diversity' along with the British value of tolerance
- the importance of celebrating festivals from diverse faiths
- that minority ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups e.g. Irish
- the important contribution immigrants and their descendants have made to Britain
- the importance of Global Citizenship
- the importance of strong home/school and wider community links
- our duty under the Race Relations (Amendment Act 2000) to promote race equality actively.

The school fully accepts its duties and obligations under the Race Relations Act and the subsequent Amendments. We are committed to the aims of this and will strive to embed its objectives into the ethos and core values of the school. We accept that we have a statutory and moral duty to promote race equality and as a consequence, in everything we do we will have regard for the need to:

- tackle racial discrimination and promote equal opportunities and good race relations
- work with parents and guardians to follow and promote good practice
- ensure the Race Equality Policy and its procedures are followed.

These duties and obligations extend to all areas of school activity, including:

- progress and attainment;
- behaviour, discipline and exclusion;
- pupils' personal development and pastoral care;
- teaching and learning;
- admission and attendance;
- the curriculum;
- staff recruitment and professional development and
- partnership with parents and guardians.

Monitoring by Ethnicity

We recognise the importance of monitoring to ensure that minority ethnic pupils are not being disadvantaged, and that monitoring leads to action planning.

We will monitor:

- attainment
- attendance
- punctuality
- effects of pastoral strategies
- rewards
- sanctions
- racist incidents and actions taken
- exclusions
- response to teaching styles/subject
- SEN Register
- setting/groups
- effects of the Literacy & Numeracy Strategies
- extra-curricular activities
- homework
- selection & recruitment of staff
- governing body representation and retention
- parents attending consultation meetings
- parents' involvement in the life of the school - FoH, attendance at parents' evenings, in the classroom, school productions, sports day, fetes etc.

To demonstrate our commitment and in endeavouring to achieve the aims of our policy, we have outlined the following responsibilities.

The Governing Body has overarching responsibility for:

- ensuring that our school complies with amended Race Relations Act (2000)
- ensuring that Race Equality Policy and procedures are followed
- contributing to the evaluation and review of the Policy
- reporting on the effectiveness of the Policy to parents.

The Headteacher is responsible for:

- ensuring that the Race Equality Policy is readily available and that the school community knows about it
- ensuring that the Race Equality Policy and procedures are followed;
- taking appropriate action in cases of racial harassment and discrimination;
- ensuring that all staff are aware of their responsibilities and receive training and support if necessary and
- ensuring that reports of racist incidents are dealt with – this may include delegating it to the Assistant Headteacher responsible for Inclusion.

All staff are responsible for:

- reporting all racist incidents on CPOMS and alerting the Headteacher and Assistant Headteacher for Inclusion
- dealing with racist incidents and being able to tackle racial bias and stereotyping and
- promoting equal opportunities and race relations and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic background.

The Assistant Headteacher responsible for Inclusion will be specifically responsible for:

- investigating all racist incidents; finding a solution; contacting parents of both parties; checking in with the victim and perpetrator a week/fortnight following the incident; and monitoring to ensure longer term solutions;
- having an overview of the climate and culture of race equality in the school;
- monitoring the effectiveness of the race equality policy and
- producing information for staff and governors about the effectiveness of the policy.

Visitors and contractors are responsible for:

- following the race equality policy.

Any incidents of non-compliance with this policy will be viewed most seriously and will not be tolerated.

Other Related School Policies

This policy is an integral part of the school's **Inclusion Policy, Public Sector Equality Duty Statement and Equal Opportunities Policy**. Racial equality is included as an explicit aim.

Definition A racist incident is *'any incident which is perceived to be racist by the victim or any other person'* and it will be deemed as *"a substantiated racist incident"* if after full investigation it is clear that there was racist intent.