



Race Equality Policy

Our Race Equality Policy aims to:

- Promote racial equality
- Eliminate racial discrimination
- Promote good race relations between people of different racial groups

The impact of our policies, including our race equality policy, on pupils, staff, and parents of different racial groups, including the impact on attainment of pupils of all racial groups will be assessed by all those involved in the life of our school through audit carried out by the Governors and Senior Management Team.

School Context

Copley and New Road Primary Schools are predominately white school serving a white populated area. 98% of our pupils are white European. 98% of our children speak English as a first language. There is some diversity of religious beliefs.

The Governors of the School are committed to providing positive experiences to reflect the cultural diversity within Halifax and the wider community.

Aims

In our school we aim to tackle racism and promote equality of opportunity and good race relations across all aspects of school life by:

- Acknowledging the existence of racism and working towards the elimination of unlawful discrimination
- Promoting good relations between people of different racial groups in order to encourage inclusion in the wider educational community
- Ensuring that all members of the school community from all racial groups are encouraged and supported to achieve their full potential
- Preparing children for a life in a culturally diverse society

- Creating a school in which every person feels valued and welcomed and their race, colour, ethnicity, national origin, and citizenship in acknowledged and celebrated

Purpose

The purpose of this policy and our school practice is to:

- Address and raise standards of educational attainment for all groups of children identified at risk of underachieving
- Promote an inclusive curriculum, school ethos and learning environment
- Celebrate cultural diversity
- Promote a climate of tolerance, understanding and harmony
- Combat discrimination, prejudice and harassment
- Address under-representation of black and minority ethnic staff within the school structure

Promoting Race Equality in our school

We will promote race equality and challenge racism by:

- Utilising opportunities to celebrate the richness and diversity of different cultures through planned experiences in each year group
- Utilizing opportunities through assemblies and the teaching of PHSE / Citizenship to deal with the issues of prejudice through real life issues or story
- Celebrate the achievements of our children
- Reviewing texts to ensure inclusiveness
- Ensuring **all** adults in the school community challenge inappropriate racist comments and actions
- Banning racist materials from our school
- Follow the LEA guidelines for reporting racist incidents
- Examining curriculum content to eliminate the use of negative images and promote the use of positive images wherever possible

Consultation

This policy in draft will be fully consulted upon and further developed through consultation with the Governing Body, Staff, Parents and the School Council.

Policy into Practice

Our Governing Body is responsible for ensuring that our school fulfils its legal responsibilities, and the Chair of Governors monitors its implementation.

The Headteacher has overall responsibility within the school for the implementation of the policy and will take disciplinary action in the case of racial discrimination. The Headteacher also has the responsibility for reporting racist incidents to the LEA.

Adults in the school community are vigilant throughout the school day for any type of racist incident: verbal abuse, assault, property damage, threats, graffiti, possession and/or distribution of racist material.

As part of the implementation of our policy we will develop an action plan linked to the School Improvement Plan, which will ensure race equality objectives are built in to all school developments. The Action Plan will identify the provision to be made for the training of all staff in terms of developing understanding and practice re race equality. When school policies are reviewed in the future governors will ensure that due regard is given to the promotion of racial equality within each policy. We will use the CRE racial equality standards for schools to help us complete the audit procedure for race equality within each policy.

Leadership and Governance

The Governors are responsible for making sure the school complies with the duties of the Race Relations Amendment Act 2000, and that our Race Equality policy and its procedures are followed.

The Headteacher will:

- Ensure that the Race Equality policy is available to parents, governors, staff and pupils.
- Ensure that the Race Equality policy is followed
- Produce information for staff and governors about the policy and progress against Action Plan targets
- Make sure all staff understand their responsibilities and facilitate appropriate training for them
- Take appropriate action in response to cases of racial harassment and discrimination

School Staff will:

- Deal with racist incidents and be able to recognise and tackle racial bias and stereotyping

- Promote equal opportunities and good relations avoiding discrimination against anyone for reasons of race, colour, nationality, and ethnic or national origin
- Keep up to date with the law on discrimination and take up training and learning opportunities.

All Visitors and Contractors will:

- Follow the school race equality policy

Breach of the policy

Pupils in school involved in incidents will be interviewed and the incident recorded as a racist incident. Parents will be informed by letter and invited in to school to discuss their child's role within the incident.

Adults involved in incidents will be informed that a record will be made and Council procedures will be followed re monitoring and any subsequent disciplinary action.

Monitoring, Assessing and Reviewing Race Equality

The following records are used in our monitoring process:

- Records of returns of racial incidents
- Internally produced performance data, optional tests and SATs
- Raise Online information
- Attendance records
- Exclusion data

Policy Date June 2013

Policy Review Date June 2016

