



Nancy Reuben Primary School

Race Equality Policy

September 2017

General Statement

The Governors and Staff of Nancy Reuben Primary School believe that race equality is integral to a good school. We wish to state very clearly that we are committed to ensuring that everyone has an equal opportunity to succeed and that no member of this school should suffer or be disadvantaged by direct or indirect racial discrimination. We are aware as a Faith school, that each and every school has a key role to play in eradicating racism and valuing diversity. All schools have an important role to play in increasing mutual understanding and respect and appreciation of cultural diversity.

We will monitor aspects of school life to identify and eradicate anything which may hurt or disadvantage others. Racism in any form from within the school or the wider community is unacceptable and will always be challenged.

We will work within the provisions and spirit of the law, to meet the Standards for Racial Equality as laid out by the Commission for Racial Equality (CRE) in their publication, *Learning for All*. These are the minimum standards we expect and in order to meet them, we will each year:

Audit our provision according to the standards as set out in the CRE framework

- Attainment Progress and Assessment
- Behaviour, discipline and exclusions
- Pupil's personal development and pastoral care
- Teaching and Learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities
- Highlight areas to prioritise
- Include in the school development plan the priorities for the school and the action we will take to address identified needs
- Regularly monitor and review progress towards current targets

Anti Racist Policy Statement

Pupils in a Jewish Primary School need an awareness of the wider society in which they live. At NRPS we aim to help pupils:

- Develop a sense of respect and tolerance for others
- Develop an awareness of the ethnic, cultural , religious and linguistic diversity of the world in which they live

The Jewish Studies Curriculum is designed to enable pupils to grow up confident in their own faith. They should, however, where appropriate, be made aware of the diversity of cultures and faith of others and the positive values of cultural and linguistic diversity. Teachers should encourage the development of a respect for other people and their points of view. This approach seeks to promote mutual understanding, respect and a positive self image for all.

1. School Context

NRPS is an orthodox Jewish School with a modern outlook, where pupils are prepared to live and eventually work in the multi ethnic society which surrounds them. Pupils therefore need to learn to respect and appreciate the cultural diversity of the U.K. The school is based within the synagogue complex of Hampstead Garden Suburb, which is an active, thriving and growing community. The parents come from a variety of different cultures and traditions, although all are Jewish.

2. Aims and Values

NRPS aims to provide a broad, stimulating and intensive secular and Jewish Education, linked to the needs of each child, within a caring, structured and purposeful environment. Throughout daily school life, we expect pupils to act in accordance with the Jewish values that guide relationships and behaviour. We aim to create a positive atmosphere based on respect for people's differences and show commitment to challenging and preventing racism and discrimination. The school is taking part in an intergenerational project called JOY. NRPS is also working with the Tzedek Primary Twinning Programme and Year 4 will be developing a partnership with a school in Ghana.

3. Leadership, Management and Governance

- (i) Commitments
 - To promote racial equality and good race relations and tackling racial discrimination
 - To encourage, support and enable all pupils and staff to reach their potential
 - To work in partnership with parents and the wider community to establish, promote and disseminate racial equality, good practice and tackle racial discrimination

- (ii) Responsibilities
 - a) The Governing Body will ensure that:
 - The school complies with Race Relations Legislation
 - The policy, and its related procedures and strategies, are implemented

The Headteacher will;

- Implement the policy and its related procedures and strategies
- ensure that all staff are aware of their responsibilities and are given appropriate training and support
- take appropriate action in any cases of racial discrimination

Staff will;

- deal with racist incidents, and know how to identify and challenge racial bias and stereotyping. PSHCE time will be used to discuss these issues
- promote racial equality and good race relations and not discriminate on racial grounds. • keep up to date with curriculum resources and policy issues by attending training and information opportunities
- have an awareness of these issues as a faith school

Visitors and contractors

- should be aware of, and comply with, the school's race equality policy

Breaches of the policy

As in any area of school policy, appropriate disciplinary action may result, if guidelines are not followed. Clear procedures are outlined in the school policy for Behaviour Management

Monitoring and Evaluation

This policy will be reviewed every two years.

DATE REVIEWED: SEPTEMBER 2017

DATE OF NEXT REVIEW: SEPTEMBER 2019