



Harry Gosling Primary School Race Equality Policy 2018-19

Principles

Harry Gosling Primary School is committed to ensuring that all members of our school community feel valued, respected and understood, and know and feel that...

- every colour is a good colour;
- racism is unacceptable and will be counteracted;
- everyone is treated according to their needs and rights;
- racial diversity is respected, valued & celebrated;
- everyone recognises their responsibilities;
- every pupil, student or staff member is able to fulfil their potential, unhindered by any form of prejudice, discrimination or harassment.

Definitions: Racism “...that racism consists of conduct or words or practices which disadvantage or advantage people because of their colour, culture, or ethnic origin. It can be subtle or overt, intentional or unwitting. It can be personal – name-calling, abuse, harassment and violence.”

Guidance for staff and others on what constitutes a racist incident:

A racist incident can involve a wide range of behaviours, including physical assault, threatening behaviour, verbal abuse, racist graffiti, wearing racist insignia, racist comments, and refusal to co-operate with others.

Whole-school agreement on combating racism

(Consultation has taken place with pupils, staff, parents and governors)

The following points were agreed, to ensure race equality in this school:

1. We have a ‘zero-tolerance’ policy regarding racism.
2. We tackle verbal abuse and racist name-calling towards any pupils or adults.
3. We ensure that all pupils are aware of what racism is, and how we tackle it as a school.
4. Children include children who are new to the school in their play, and are friendly to them. These children are not teased about their clothes, their accent or other differences.
5. Children speak English.
6. We deal with difficulties over the appropriate choice of language spoken amongst mixed groups of staff, where some individuals may feel excluded, by agreeing that people speak in a language that can be understood by all those present.
7. We ensure that a sense of staff ‘in-groups’, does not leave others feeling excluded.
8. We ensure that the views and expertise of all staff are listened to and respected, and provide opportunities for this to happen.
9. We ensure equal access to staff development.
10. Staff ensure they are aware of procedures for dealing with and reporting racist incidents.
11. We give equal importance to the religious festivals of different groups.
12. We address concerns over anyone feeling that they may be being treated differently because of skin colour, culture or other diversity.
13. We agree a whole school approach to tackling racism, and review this regularly.

How does the school challenge racism and promote positive attitudes?

- We create a safe and secure environment for all pupils and adults within our school.
- The school is pro-active in preventing racist incidents, by raising awareness of what racism is and how to tackle it.

- We challenge any negative messages of fear, hatred and ignorance
- We challenge stereotypes and discriminatory language
- We create a safe and secure environment for all.

How the school addresses racism and equality:

In teaching and learning

- Leaders promote equality in curriculum provision.
- The PSHE curriculum promote co-operation and celebrate diversity.
- A whole-school approach to behaviour management supports race equality.
- Children are taught about racism and strategies for combating it.
- Diversity is valued and celebrated.
- Children and adults have opportunities to share their views and raise any issues.
- We challenge stereotypes.
- We welcome the views of all stake-holders, and address issues that are raised by them.
- Forums are available for stake-holders' views to be heard and considered.
- Inclusion is fostered in many ways including extra-curricular activities.
- Displays and resources show positive images of diversity.
- Standards of attainment are monitored for all groups – including racial groups to ensure all are accessing learning effectively.

Institutional matters:

- Admissions are managed so as to ensure fair access to the school by all groups.
- Staff recruitment practices conform to expected borough standards to ensure fairness and equal opportunities.

Race Equality issues involving visitors, supply staff and contractors:

- All visitors are required to conform to the school's policy on equality

Dealing with racist incidents:

- Incidents of racism and racial harassment from pupils result in an immediate internal exclusion. A second incident results in a fixed-term exclusion.
- All incidents are reported, investigated and recorded.
- All staff and pupils and members of the school community have a responsibility for reporting and recording racist incidents.
- The School's policy on Racial Equality is made clear to all members of the school community. They are informed of the procedures for reporting racist incidents.

Responsibilities of all staff

- To be aware of the harm that racist attitudes and behaviour cause;
- To understand what racism is and how to deal with it, in line with school policy;
- To report racist incidents;
- To challenge racist behavior;
- To promote racial equality and equal opportunities;
- To raise any matters of concern with the head or other senior staff about any issues; relating to matters of discrimination or racism.