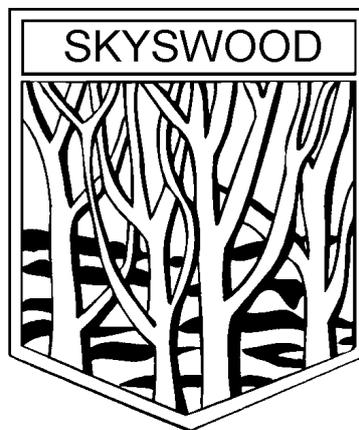


Skyswood Primary & Nursery School

Race Equality Policy



May 2020

Review Date – May 2021

Introduction

Under the Race Relations (Amendment) Act, every school in Britain is required to prepare and maintain a written Race Equality Policy. Skyswood Primary & Nursery School welcomes its duties under the Race Relations (Amendment) Act 2000.

This policy has been compiled in accordance with the Code of Practice on the Duty to Promote Race Equality, as issued by the Commission for Racial Equality in December 2001, and the Hertfordshire Model Race Equality Policy (January 2009).

The policy reflects concerns and concepts in The Future of Multi-Ethnic Britain ('The Parekh Report'), 2000, and The Stephen Lawrence Inquiry ('The Macpherson Report'), 1999. Both of these argued that the promotion of race equality necessarily involves the recognition and celebration of cultural diversity.

Purpose

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our beliefs that, through our ethos and curriculum, we will prepare our pupils for a richly diverse society. It furthers our aim to promote equality of opportunity and good race relations, and to eliminate any form of racial discrimination and prejudice against children, parents, carers, staff, visitors and the wider community served by the school.

It recognises the context of our school and covers members of all ethnic and national groups represented in our school community. Skyswood is in a predominantly semi-rural white area. The ethnic composition of pupils and staff at our school reflect the surrounding area. However, our policy recognises the importance of understanding and appreciating cultural diversity beyond the limits of our immediate school community and local area.

Using a whole-school approach, we will ensure that we do not inadvertently discriminate. We will achieve this through monitoring and reviewing our practice, planning opportunities within the curriculum for promoting good race relations and dealing with racist incidents effectively. We will implement our strategies for dealing with racist incidents according to guidance provided by the local authority, and in accordance with known best practice for supporting all children, parents, carers, staff and visitors to the school.

Our policy reflects the school's commitment to our school vision; 'to provide a happy, caring and challenging environment where children will recognise and achieve their full potential, developing a love for learning in an ever-changing world.'

We aim to achieve our vision by:

- valuing diversity
- providing a safe and secure environment
- delivering a challenging and exciting curriculum through high quality teaching
- sharing everybody's achievements and celebrating their successes
- involving the school and the wider community in respecting and caring for each other and the world around us

Relationship to Other Policies

Racial equality is an explicit aim in all of the school's policies, and underpins all aspects of the school's work. We regularly review current policies and practice, and reflect annually upon our Equality Action Plan (School Equalities Policy) to ensure best practice within the school.

Aims

We aim to:

- promote equality of opportunity
- promote good relations between members of different racial, cultural and religious groups and communities
- challenge racial discrimination aiming to eliminate any form of discrimination

Roles and Responsibilities of the Headteacher, other staff and Governors

The **Headteacher** will ensure that:

- The curriculum promotes positive attitudes to ethnic and cultural diversity, and challenges racism
- The school recognises the importance of language to a person's sense of identity and belonging
- Communication with parents recognises and responds to ethnic and cultural differences. This will include communication to parents in their first language where necessary and appropriate
- Appropriate methods of communication are used to enable all staff, pupils, parents and governors to understand their rights and responsibilities in relation to race equality
- All staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- Data is collected and analysed to identify issues and trends in the performance of ethnic groups
- The data, and the response to it (action plan, targets) is presented in appropriate formats to staff, governors, parents, carers and the LA
- All racist incidents are investigated and recorded through CPOMS for future monitoring and reporting. Termly data returns are submitted to the LA on time
- A sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment
- The school has clear procedures and follows recommended model procedures for dealing with perpetrators of racist incidents
- Immediate action is taken to remove racist graffiti from all school property
- Active links are established with external organisations dealing with racist incidents and racial harassment

All **staff** are expected to:

- Actively and positively promote racial equality and good race relations
- Avoid any form of racial discrimination
- Follow the school guidelines for dealing with perpetrators of racist incidents and secure appropriate support for the victims
- Address racist incidents that are reported to them following agreed procedures stated in the Race Equality, Behaviour, and Anti-Bullying and Anti-Harassment policies
- Ensure that they are well informed on race relations legislation

Parents and carers will be consulted on the policy and be kept informed through the school prospectus and home-school agreement. The policy will be available for all on the school website, www.skyswood.herts.sch.uk.

Contractors will be made aware of the policy through appropriate clauses in contracts.

The **governing body** will:

- Where appropriate, incorporate race equality targets into the school improvement plan
- Annually review the school Equalities Policy and Race Equality Policy
- Where appropriate review the termly data returns to the LA and consider issues and actions arising
- Use its power to nominate governors to ensure its composition reflects the community it serves
- Monitor and follow up any racial incidents reported by the Headteacher
- Encourage parents, carers and staff from all ethnic groups when recruiting to the governing body
- Apply the principles of best value without discrimination when purchasing goods and services
- Monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action. This may include the following:

- In the case of pupils breaching the policy, staff dealing with the incident will complete a racist incident report form, the perpetrator will be dealt with in accordance with the behaviour policy, and the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.
- In the case of staff breaching the policy, the relevant procedures outlined in the staff discipline and grievance policy will be instigated.
- In the case of parents, visitors or contractors breaching the policy, they will be reminded of the school's commitment to race equality and be requested to leave the school premises.

Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

Arrangements for Monitoring and Evaluation

The governing body will monitor the pattern and frequency of racist incidents and inform the LA termly of any such incidents. It will receive reports and data from the Headteacher and staff that enable evaluation on the relevance of provision for:

- Dealing with racist incidents – defined as any incident which is perceived to be racist by the victim or any other person. Serious breaches constitute criminal offences
- Behaviour, discipline and exclusion, punishment and reward
- Curriculum content
- Teaching and learning
- Assessment of attainment and progress – including special educational needs
- Admissions and attendance
- Recruitment, promotion and professional development of staff
- Disciplinary and grievance procedures relating to staff
- Personal and social education and pastoral care
- Attitudes and personal development
- Ethos and environment
- Communications with parents, carers, governors and the community
- Use of school premises
- Purchasing goods and services

Religious Observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.