



# **Redscope Primary School**

## **Policy for Promoting Racial Equality**

**Ratified by Governors January 2013**

## **Statement of Commitment:**

Redscope Primary school (within this policy referred to as school) believe that all members of the school – children, staff, parents and governors - have a legal and moral responsibility to promote racial harmony in the community.

We are committed to promoting, within the school, an environment in which everyone is respected and valued and in which all our children are prepared for life in a multicultural society.(Please see Policy for Inclusion)

*To these ends we will ensure that:*

- **in the content and style of delivery of the curriculum for all pupils due attention is paid to the multi ethnic dimension of our society;**

- **in pursuit of equality of opportunity, appropriate educational provision is made for each individual whatever their ethnic and national background, including gypsy travellers, asylum seekers and refugees who may only be with us for a short period of time;**

- **racial discrimination and harassment are not tolerated and any racist incident is addressed with appropriate rigour.**

## **Policy, Leadership and Management**

We will maintain and regularly review a written racial equality statement.

Racial equality will be an explicit aim in all of the school's policies.

We will maintain a policy for dealing with racial harassment, incidents and complaints. (Please see Policy for Combating Racist Behaviour)

These policies will be endorsed by the school governing body and implemented by the school management team.

A racial equality action plan, linked to the school development plan will set out appropriate and clear targets for addressing race issues.

Everyone associated with the school will be kept informed of these policies.

The effectiveness of our racial equality policies and procedures will be regularly reviewed.

## **Admissions, Attendance, Discipline and Exclusions**

The school's admission process will be fair and equitable to pupils from all ethnic groups.

Although the school community has very few pupils from different ethnic groups, the following principles will be employed as necessary.

The school will monitor pupil attendance by ethnic groups and use the data when developing strategies to address poor attendance.

Provision will be made for pupils to take time off for religious observance.

The school's procedures for managing behaviour and disciplining pupils will be fair and applied equally to pupils from all ethnic groups.

The exclusion process in the school will be fair and equitable to pupils from all ethnic groups.

Any difference of rates of exclusions between ethnic groups will be identified and addressed with good practice strategies.

Strategies to reintegrate long term absentees and excluded pupils will address the needs of pupils from different ethnic groups.

## **Curriculum, Teaching and Assessment**

Curriculum planning will take account of the ethnicity, background and language needs of all pupils.

The school will monitor and evaluate its effectiveness in providing an appropriate curriculum for pupils from all ethnic groups.

Teaching methods and styles will take account of the needs of pupils from different ethnic groups.

Assessment methods and tools will be checked for cultural bias and action will be taken to remove any bias that is identified.

Assessment outcomes will be used to identify and address the specific needs of ethnic minority pupils.

Racial equality and ethnic diversity will be promoted and racism and discrimination will be challenged in all areas of the curriculum.

Resources that promote greater understanding of cultural and religious diversity, racial equality and the importance of challenging racism will be used in all areas of the curriculum.

The school will take active steps to ensure that resources used in all areas of the curriculum are inclusive.

The school will make full use of resources available to it within its local ethnic communities.

## **Attitudes and Environment**

A 'whole school' approach will be used to promote racial equality and eliminate racial discrimination.

Diversity will be recognised as having a positive role to play within the school.

Clear procedures will be in place to ensure that racist incidents, racial discrimination and racial harassment are dealt with effectively and consistently.

All staff will be trained to deal effectively with incidents of racism, racial harassment, prejudice and stereotyping.

Immediate action will be taken to remove racist graffiti from all school property.

Active links will be established with external organisations dealing with racism and racial harassment.

## **Pupils - personal development, attainment and progress**

Pupils' attainment and progress in individual subjects will be monitored by ethnic group (as well as vulnerable groups, gender, language and disability.)

The school will develop strategies for tackling disparities between ethnic groups in terms of attainment and progress.

The school will value the achievements and progress of pupils from all ethnic groups.

All pupils will have equal access to extra-curricular activities.

Every pupil will be offered the support and guidance they need.

Staff will challenge racism and stereotyping and promote racial equality in education, employment, training and career choice.

Steps will be taken to ensure that pupils on work experience are not subjected to racism or racial harassment.

## **Parents, Governors and Community Partnerships**

All parents will be regularly informed of their child's progress.

Proactive steps will be taken to involve ethnic minority parents in the school.

People from ethnic minority communities will be encouraged to become school governors and given the necessary support.

The school's premises and facilities will be equally available for use by all ethnic groups and community groups will be encouraged to use its facilities.

The school will pursue active links with ethnic minority community groups.

## **Staffing- recruitment, training and professional development**

Recruitment and selection procedures will be consistent with the CRE's Code of Practice in Employment.

Where people from an ethnic minority group are under-represented steps will be taken to encourage them to apply for positions at all levels in the school.

The school will monitor the employment and professional development of staff by ethnic group.

Staff and governors will experience training on racial equality issues.

This policy will be reviewed annually.

Review date : January 2017

