

Swallownest Primary School

Racial Equality Policy

Headteacher:

Mr L McHale

Policy adopted:

September 2018

Policy reviewed:

Next review:

September 2019

Rotherham Metropolitan Borough Council Education
Department



Racial Equality Policy

Introduction

We 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, an environment in which everyone is respected and valued and to preparing all of our children for life in a multicultural society.

Aims and Objectives

In our school we aim to:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups.

Principles

These principles underpin all our procedures and practice:

- Every child should have the opportunity to achieve the highest possible standards.
- Every child should develop a sense of personal and cultural identity, with a confidence and openness to change that allows them to be receptive and respectful with regard to other people's identities.
- Every child should develop the knowledge, understanding and skills they need in order to participate not only in Britain's multi-ethnic society, but also in the wider context of an interdependent world.
- Every child will be treated equally. The school's procedures for managing behaviour and disciplining children, and the exclusion process, will be fair and applied equally to children from all ethnic groups.

Governing Body Responsibilities

- To liaise with the Headteacher and the LA regarding incidents of Racial Discrimination.
- To seek to ensure that the school complies with race relations legislation, and that this policy and its procedures are implemented.
- Alongside the Headteacher, to ensure that racial discrimination and harassment are not tolerated and any racist incident is addressed with appropriate rigour.
- To ensure that 'Recruitment and Selection' procedures are consistent with the CRE's Code of Practice in Employment.

Headteacher Responsibilities

To ensure that:

- the policy and its procedures are implemented
- staff are aware of their responsibilities in relation to racial Equality
- staff receive appropriate training and support in putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate racially.
- racial discrimination and harassment are not tolerated and any racist incident is addressed with appropriate rigour.
- clear procedures are in place to ensure that racist incidents, racial discrimination and racial harassment are dealt with effectively and consistently.
- provision will be made for children to take time off for religious observance.

Staff Responsibilities:

- To deal with racist incidents in accordance with school procedures (*see procedure Guidance*)
- Not to discriminate on racial grounds.
- To offer full curriculum access to children from all racial groups.
- To promote racial equality and ethnic diversity and to challenge racism and discrimination in all areas of the curriculum.
- Where appropriate, to use resources that promote greater understanding of cultural and religious diversity.
- To provide opportunities for children to maintain links with their own culture, while at the same time appreciating cultural diversity;

Parent Responsibilities:

- To work with school to develop positive attitudes towards diversity
- To address specific racist incidents in line with school policy

Tackling racial harassment

A racist incident is: 'any incident which is perceived to be racist by the victim or any other person'.

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to personal property, or lack of cooperation in a lesson, on account of another pupil's ethnicity.

Procedure

- 1) The member of staff investigates the incident and deals with it accordingly (parents of all parties are to be informed).
- 2) Incidents of racism are recorded in the incident book (kept in the main office – see Mrs Pearce) by the member of staff who witnessed the incident.
- 3) The headteacher is informed of the incident, reads the incident report, takes any further actions and reports to the Governing Body and LA.

Staff recruitment and professional development

- Recruitment and selection procedures will be consistent with the CRE's Code of Practice in Employment.
- All members of staff are entitled to appropriate training, so that they can play their full part in ensuring that the school promotes racial equality. Their training is linked to priorities within the school's strategic plan, and funding for this professional development is identified within the Standards Fund.
- Induction for new staff includes the area of racial equality, and members of the governing body have identified their own training needs in relation to this.