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Gobowen Primary School

Race Equality Policy

November 2022

## **Rationale**

The Race Relations (Amendment) Act 2000, imposes a positive duty on schools to:

- Promote racial equality;
- Promote good racial relations;
- Eliminate unlawful racial discrimination.

This policy, which compliments the Equal Opportunities Policy, has been developed to enable the school to meet the specific duty to have a Race Equality Policy and to keep that policy up to date.

## **Context**

The school is a village school with the majority of the children living in the village. Children do attend the school from other surrounding towns and villages.

At present, November 2020, the make-up of the school population is shown in Appendix 1. All of these details are kept on the school administration system and are constantly updated. Reports can be produced at any time so the school can monitor the situation.

## **Aims**

The school is committed to:

- Uphold the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those of different faiths and beliefs.
- Promoting racial equality, good race relations and challenging racial discrimination. This is reflected in all school policies, procedures, processes and practices;
- Ensuring that it is a place where everyone, irrespective of race, colour, ethnic or national origin or their citizenship, feels welcomed and valued and able to achieve their full potential;
- Protecting the rights of all pupils, staff, governors and visitors to the school;
- Respecting and valuing differences between people;
- Meeting the diverse needs of pupils;
- Preparing pupils for a life in a multiethnic society;
- Acknowledging the existence of racism and being proactive in tackling and eliminating racial discrimination.
- Protect children from radicalisation and extremism.

## **Implementation**

The school will implement the policy:

- By developing the use of *Learning for All Standard for Racial Equality in School* as an audit tool and to identify race equality targets;
- Through the inclusion of a race equality perspective in the School Improvement/Development Plan and other appropriate strategic plans;
- By ensuring that a concern for race equality underpins every aspect of school life;
- By providing appropriate training for staff and governors;
- By ensuring that the whole school community is aware of, and understands, the need to promote race equality, develop good race relations and challenge discrimination.

The school will monitor, review and evaluate the effectiveness of the Race Equality Policy against identified success criteria, in line with the routine processes of the school and the school policy review cycle.

### Responsibilities

<p><b>The governing body is responsible</b></p> <ul style="list-style-type: none"> <li>• For ensuring that the school fulfils its legal responsibilities, including those arising from the Race Relations Amendment Act and that the school complies with the Race Relations legislation, including the general and specific duties arising from the Race Relations Amendment Act 2000.</li> <li>• With the assistance of the headteacher, for ensuring that the policy and its related procedures and strategies, are implemented.</li> </ul>	<p><b>The governing body will</b></p> <ul style="list-style-type: none"> <li>• Maintain an overview of implementation of the Race Equality Policy and racial equality will be a regular agenda item at governor meetings.</li> <li>• In partnership with school management, be proactive in promoting racial equality and good race relations and tackling unlawful racial discrimination.</li> <li>• In collaboration with school managers, will encourage, support and enable all pupils and staff to reach their full potential.</li> </ul>
<p><b>The Headteacher is responsible</b></p> <ul style="list-style-type: none"> <li>• With the governing body, for ensuring that the policy and its related procedures and strategies are implemented.</li> <li>• For ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities.</li> <li>• For taking disciplinary action against staff or pupils who racially discriminate.</li> </ul>	<p><b>The Headteacher will</b></p> <ul style="list-style-type: none"> <li>• Co-ordinate racial equality work.</li> <li>• Deal with reported incidents of racism and racial harassment.</li> <li>• Ensure compliance with the Race Equality Policy and Equal Opportunities Policy.</li> </ul>
<p><b>Teaching staff are responsible for</b></p> <ul style="list-style-type: none"> <li>• Ensuring that pupils from all racial groups are included in all activities and have full access to the curriculum.</li> <li>• Promoting racial equality and diversity through teaching and the relationships they develop with pupils, staff, parents and the wider community.</li> </ul>	<p><b>All staff are aware of</b></p> <ul style="list-style-type: none"> <li>• How to deal with racist incidents, and how to identify and challenge racial bias and stereotyping.</li> <li>• Their duty to promote race equality, promote good race relations and challenge discrimination.</li> <li>• The need to keep themselves up to date with Race Relations legislation.</li> </ul>
<p>Visitors and contractors are responsible for complying with the school's Race Equality Policy.</p>	

## **Policy Planning**

The school will ensure that:

- Questions to assess race equality impact and related targets will be built into school development planning;
- Policy evaluations and auditing tools (e.g. *Learning for All*) will be used to identify specific targets for action on racial equality issues;
- Ethnic monitoring data is used to monitor the attainment and progress of pupils, and to set targets for removing any identified disparities between different groups of pupils;
- Ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards, participation in educational visits, residential experiences and other extra-curricular activities, will be used to inform planning and decision making.

## **Reviewing and Evaluating Policies**

The school will ensure that racial equality issues arising from reviews and evaluations will be used to inform planning and decision-making.

## **Racism, Racial Harassment and School Ethos**

The school:

- Opposes all forms of racism, racial prejudice, racial harassment and racial discrimination;
- Publicly values and supports diversity through a range of activities, including the PSHE and citizenship curriculum, assemblies and performances;
- Caters for the dietary and dress requirements of different religious groups and enables pupils to observe festivals and events relevant to their faith;
- Will actively promote good personal and community relations by fostering a positive atmosphere of mutual respect and trust among pupils from all racial groups;
- Has procedures for dealing with, recording and reporting incidents of racial harassment and bullying that are consistent with LEA policies and guidance;
- Will ensure that incidents of racial discrimination or racial harassment involving pupils will be dealt with promptly, firmly and consistently and in accordance with the school's disciplinary procedures for pupils, and that action will be taken to support victims;
- Will work with the LEA and other partners to tackle racism and racial harassment;
- Will ensure that all pupils, staff and parents are made aware of the procedures for dealing with racism and racial harassment and that such behaviour is always unacceptable;
- Will ensure that incidents of racial discrimination or racial harassment involving staff will be dealt with in accordance with the school's discipline and grievance procedures.

## **Admissions and Attendance**

This compliments the Admissions and Attendance Policy.

The school will ensure that:

- Admissions policy and criteria do not disadvantage pupils from particular racial groups and that action will be taken to remove any inequalities that are identified;
- Comprehensive information about the pupil's ethnicity, first language and religion will be include in all admissions forms;

- The admissions process will be monitored by ethnicity to ensure that it is administered fairly and consistently to all pupils;
- Parents/guardians re aware of their responsibilities in relation to pupil attendance and absence as indicated in the Home School Agreement;
- Staff who follow up absence are aware of and sensitive to relevant community issues;
- Provision will be made for leave of absence for religious observance and this includes staff as well as pupils;
- Provision will be made for pupils on extended leave to cover missed work.

### **Attainment, Progress and Assessment**

This compliments the Teaching and Learning Policy.

The school:

- Has high expectations of all pupils and is committed to encouraging and enabling all pupils to achieve the highest standards;
- Will ensure that pupil attainment and progress will be monitored by ethnicity and gender and evaluated to identify trends and patterns of underachievement;
- Will take action to remove any disparities in performance between different groups of pupils;
- Recognises and values all forms of achievement and gives recognition to children who achieve their full potential;
- Will monitor assessments to ensure that they are, as far as possible, free of cultural or linguistic bias;
- Will ensure that all pupils are appropriately supported in assessments and that particular attention will be paid to identifying and meeting any support needs for groups that are particularly disadvantaged (e.g. travellers, refugees and asylum seekers, pupils for whom English is an Additional Language)

### **Behaviour, Discipline and Exclusions**

This compliments the Behaviour Policy.

The school will:

- Monitor exclusions by ethnicity;
- Take appropriate action to remove any disparities in rates of exclusion between pupils from different racial groups;
- Recognise and take into account that cultural background may affect behaviour.

### **Curriculum**

The school will ensure that:

- The curriculum is planned to incorporate the principles of racial equality, challenging racism and promote positive attitudes towards diversity;
- All pupils have access to the curriculum
- Resources and displays portray positive images of different people and cultures;
- Extra-curricular activities and events will cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

### **Staff Recruitment and Professional Development**

- All staff are encouraged to achieve their full potential.

- The school has procedures to ensure that applicants for jobs, promotion or professional development opportunities are not discriminated against on racial grounds.
- All those involved in recruitment and selection will be trained and aware of what they should do to avoid racial discrimination.
- Applicants for posts will be monitored by ethnicity and that the information will be supplied to the LEA on a regular basis.
- Professional development opportunities and promotions will be monitored by ethnicity.

Breaches of this policy by staff or governors will be dealt with in accordance with the school's discipline and grievance procedures.

#### **Partnerships with Parents and Communities**

- All parents are encouraged to participate at all levels in the full life of the school and steps are taken to encourage the involvement of under-represented groups.
- Information and material for parents is accessible in user friendly language and will be available in other languages and formats other than English as appropriate.

#### **Racist Incidents**

- Any racist incident will be investigated and managed quickly, sensitively and firmly in line with the school's Behaviour Policy and where adults are involved through the school's Personnel Policy/Handbook.
- All incidents and actions taken, including those not involving persons, e.g. graffiti, will be recorded. The Governing Body and LEA will receive reports of all racist incidents.

#### **Date for Review**

This policy will be reviewed in November 2024.

Appendix 1

Number of children in school: 194

EAL: 9 (4.6% of the school)