

West Meadows Racial Equality Policy

At West Meadows Primary School, we are committed to the promotion of equality of opportunity for all, including people from different racial, ethnic, ethnic, cultural and religious backgrounds. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

Aims

1. To develop the children's awareness of the diversity of the society in which we live.
2. To make the whole of their school experience equip children to develop positive attitudes towards all members of the society in which we live
3. To ensure equality, inclusiveness and social justice for all our pupils, staff and governors.
4. To value the social and cultural diversity of the wider community.
5. To ensure that pupils and staff are encouraged to achieve their full potential, regardless of age, race, gender, sexual orientation, religion, language or status

Race Equality Statements Of Principle

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- Our school is not ethnically very diverse. We are conscious of the need to celebrate cultural diversity and show respect for all minority groups.
- We work hard to make the school a welcoming place for all ethnic and national groups in the community

- We ensure that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve.
- We work hard to remove any forms of discrimination that may form barriers to learning, for example by ensuring that book resources reflect a diverse society and do not contain negative images.
- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities. We do not tolerate any forms of racial harassment.
- Children are encouraged to be aware of what racism means and are encouraged to report incidents where there is the suspicion of racism.

Should a racist incident occur it will be reported to the head teacher and it will be dealt with fairly and sensitively. We will act immediately to prevent any repetition of the incident as follows:

- If the incident happens at lunchtime the children involved will be kept apart from each other, the allegation logged, and a report made immediately by the SMSA to the Head Teacher for full investigation. If the Head Teacher is absent then the Deputy will assume full responsibility.
- The incident will be reported in SMSA record book initially.
- All persons concerned with the incident will be interviewed.
- No excuse will be accepted for a racist action whatever the provocation.
- If the case is found proven against a child, the child will be warned as to future conduct, will be punished in an appropriate manner with the incident logged on a racial incident form and entered onto the computer file for analysis purposes.
- Parents will be informed.

The Role of the Governing Body

The Governing Body has set out its commitment to promoting race equality and equal opportunities in this policy statement, and will continue to do all it can to ensure that all members of the school community are treated fairly and with equality. They have agreed to

- Fulfill all its obligations under the Race Relations Act 1976 [as amended 2000]
- Ensure that the school has a written policy on race equality.
- Ensure that all personnel policies and procedures provide equal opportunities for people from all racial groups.
- Ensure that race equality issues are considered when school policies are being reviewed.
- Ensure that progress of ethnic groups is adequately tracked.

The Role of the Head Teacher

- Ensure that all staff are aware of the school policy on equal opportunities and race equality and that all staff apply these guidelines fairly in all situations
- Ensure that all staff are aware of procedures for reporting and recording of incidents of racism and race discrimination, and are aware of how to identify and challenge racial bias and stereotyping
- Ensure that pupils from all racial backgrounds are included in all activities and have full access to the curriculum
- Ensure that all staff keep up to date with legislative requirements and are aware of their responsibilities
- Promote the principle of race equality and equal opportunity when developing the curriculum, and promote respect for other people in all aspects of school life, for example, in assembly, where respect for other people is a regular theme, and in displays shown around the school.
- Take appropriate actions against pupils and staff who racially discriminate, including disciplinary action if appropriate.

The Role of all Staff

- Be aware of school procedures for dealing with racist incidents
- Know how to challenge racial bias and stereotyping
- Attend training made available by the school or the LEA
- Any racial incidents to be reported to head teacher.

The Role of the Class Teacher

- Ensure that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.
- Be responsible for ensuring that pupils from all racial groups are included in all activities and have full access to the curriculum.
- Be responsible for promoting race equality and diversity through teaching and relationships with pupils, colleagues, parents and the wider community.
- Challenge any incidents of prejudice or racism. Record any serious incidents on the cause for concern sheet and draw them to the attention of the Head Teacher. Support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.
- As our school is not ethnically very diverse, acknowledge the celebration of cultural diversity of our community, planning multi-cultural activities at various points during the year.

Visitors

All visitors will be expected to comply with the requirements of the school Race Equality Policy.

Reviewed by Safeguarding Governor September 2014