



Racial Equality Policy - Pupils

School Context

Aims and Values

As an integral part of our philosophy we believe that every child regardless of sex, race or creed should enjoy equal access to all aspects of the curriculum within our school. Every child brings something unique to the school. We respect each individual and welcome diversity as an enrichment of our whole school community.

We will not tolerate racial discrimination and we will promote race equality and good relations by developing an appreciation for and enjoyment of other cultures. We will foster pupils' cultural development by deepening and broadening their experience of all aspects of culture whether artistic, literary, technological, musical, scientific, political, economic or religious.

Progress, Attainment and Assessment

We will monitor pupils' attainment through the collection of data about their performance and progress. Information will be used to set challenging targets which will enable pupils to achieve the highest standards. Data will be analysed to examine trends in attainment and patterns of underachievement between different racial groups. If differences are identified then action will be taken to deal with these.

Behaviour, Discipline and Exclusions

In line with our Behaviour Policy we will not tolerate any form of racist abuse. If this does occur it will be dealt with as a most serious misdemeanour and dealt with in accordance with our Behaviour Policy. It is particularly important that sanctions are administered fairly and we must ensure that particular groups of children are not inadvertently discriminated against.

Exclusions will be monitored to establish any patterns and trends.

Pupils' Personal Development and Pastoral Care

In our school our values are at the centre of all our teaching, therefore we recognise and value each individual in our community. We aim to help each child to develop their talents. If pupils do experience difficulties they will be given support and guidance.

Teaching and Learning

Teachers will employ a variety of teaching styles that will support pupils' differing learning styles, cultural background and linguistic needs. They will create an environment where pupils can be independent and feel valued.

Through the multicultural aspects of the curriculum, stereotypes and racial discrimination will be challenged. High expectations will be held for all pupils.

Admissions and Attendance

The Admissions Policy and criteria are equally open to pupils from all racial groups in our catchment area.

The admissions process is monitored by the governors and Headteacher. Pupils' attendance is monitored by the School Attendance Officer, Education Investigation Services and the Local Authority. Trends would be identified and brought to the attention of the Headteacher and Governors.

Curriculum

The curriculum is planned to develop an appreciation for and enjoyment of other cultures. We intend to provide positive role models through the use of visitors, resources and literature and to counteract prejudice and negative attitudes.

Staff Recruitment and Professional Development

All posts are open to the widest pool of applicants in the Midlands and beyond. Staff are selected on the basis of their qualifications and experience in accordance with the person specification for the post. The recruitment and selection process is closely monitored by the Headteacher to ensure that good practice concerning racial equality exists.

Partnership with Parents and Communities

All parents are encouraged to be involved and participate in the life of the school. A newsletter is sent out weekly to inform parents about school events. Posters are put up around the school inviting parents to attend or take part in school functions. If there are any difficulties understanding the written information parents are encouraged to contact the school office for help and support.

Leadership, Management and Governance

The Governors, Headteacher and staff will work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination. We will encourage all pupils and staff to develop their talents.

Governing Body

The Governing Body will ensure that the school complies with the Race Relations Legislation and that the policy and its related procedures and strategies are implemented.

Headteacher

The Headteacher will implement the policy and its related procedures and strategies. He will ensure that all staff are aware of their responsibilities and are given appropriate training and support. He will also take appropriate action in the case of any racial discrimination.

When a child uses racist language:

- **Stage one** – investigation takes place - the information is recorded and parents will be requested to come into school for a meeting at which it will be explained that their child has received a warning for this behaviour and will lose some privileges (e.g. lunchtime breaks).
- **Stage two** - if a child repeats such racist language within a three month period they will receive a half day exclusion.
- **Stage three** – repeated racist language will result in full day exclusions until the child has learnt to change their language/reaction.

Support

Both the victim and perpetrator of racist abuse will be supported by the school's pastoral and senior leadership team to ensure that the incident does not reoccur. This may involve counselling sessions, peer to peer support or constructive play. Parents will be kept fully informed throughout.

All Staff

Staff will deal with racist incidents and know how to identify and challenge racial bias and stereotyping. They will promote racial equality and good race relations. They will keep up to date with race relation legislation by attending training and information opportunities. Information of such incidents are recorded the school information system and flagged as a racist incident, this information is then collected by the DfE/LA through the termly census.

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Policy Written: September 2015

Governor Approved: October 2015

Review date 1: October 2016

Review date 2: October 2017

Review date 3: October 2019

Next Review: October 2020