

## RACE EQUALITY POLICY

A legal definition of racism presented by Sir William McPherson, accepted by the Home Secretary following the Stephen Lawrence Inquiry 1999:

The collective failure of an organisation to provide an appropriate and professional service to people because their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

The governing body is responsible for ensuring that the school fulfils its legal responsibilities including those arising from the **Race Relations Amendment Act 2000**. This policy sets out how this will happen. The policy sets out the responsibilities of the whole staff and the children at our school.

### School Statement of intent

In a multi cultural society and school, a wider, world view is essential. In implementing the National Curriculum we shall endeavour to take a global view, which asserts women's and men's achievements and their diversity of roles. We will attempt to ensure that all opportunities are opened to all our children and that their achievements are celebrated whatever their race, gender, disability, creed or class. We will monitor images, resources, texts and, indeed, the staffing of the school - to ensure there are only positive images.

### School Aims

- To be proactive in promoting racial equality and good race relations.
- To tackle unlawful racial discrimination.
- To foster a positive, inclusive atmosphere, based on respect for people's differences.
- To prepare the children to be full citizens in today's multi-ethnic society.
- To prevent racial discrimination when recruiting new members of staff.
- To promote racial equality through curriculum opportunities and events.

To teach pupils to appreciate their own cultural traditions and the diversities and richness of other cultures.

### Promoting Racial Equality at East Ayton Primary School

The school realises that the size of the ethnic minority population in an area does not matter. Race equality is important and relevant even if there is no one from an ethnic minority in our school or local community.

We believe that education plays a vital role in influencing young people, because the views and attitudes they form as pupils will probably stay with them for life. Also we realise that racist acts do happen in schools with no ethnic minorities.

We promote racial equality :

- Using opportunities offered through the National Curriculum, Personal, Social, Health and Citizenship (PSHCE) schemes and the North Yorkshire RE agreed syllabus.

Studies in our Geography curriculum for example, enable children to gain non-stereotypical views of West Indian, South American, Aboriginal and Indian cultures.

- Through assemblies where stories from other religious and cultural backgrounds are shared.
- We promote a diversity of cultural experiences through expressive dance, theatre, music and the arts. We visit theatres and encourage touring groups into school.
- We listen to music from around the world and sing songs that reflect cultural traditions around the world.
- We read fictional, traditional folklore stories from around the world as part of our Literacy development.
- We display when appropriate, images which promote racial harmony.
- We consider economically under developed countries and study the range of factors (cause & effect) that contribute to their problems. We occasionally raise funds for charity organisations that target such countries.
- We have fiction books that have a multi cultural dimension in class libraries.
- We share artefacts from around the world to enrich the children's global and cultural awareness.

### Catering for the Needs of Children from Ethnic Minority Backgrounds

Planning to meet the specific needs of ethnic minority pupils will begin with initial discussions with parents to ascertain needs.

Religious implications for RE , assembly inclusion, EAL issues, dress for PE /uniform and special dietary requirements will be dealt with through discussion with parents.

### Monitoring for Racial Equality

- Incidences of racism, racial harassment and bullying will be logged and filed in Head's office.
- Curriculum teaching and learning opportunities monitored by classroom observation/book scrutiny.
- Governors review school statement /policy every 2 years.
- Appropriate in-service training will form part of the Development Plan.
- Resources audited and purchased for promotion of racial equality.
- Recruitment procedures monitored by staffing governors.
- Parental involvement with all parties concerned in order to reinforce zero tolerance to racism

### STAFF: Equality statement for Employment, promotion, training and Career Development

We aim to make sure that all of our existing and future staff have the same opportunities for their own professional development. We will make sure that our recruitment, selection, training and promotion processes support us to appoint the best people for the job, and to develop and maintain the highest standards of skills and expertise.

If anyone is found to be in breach of our policy, the Governors will take the matter seriously and carry out a formal and thorough investigation that will result in appropriate disciplinary action.

Complaints should be notified in writing to the Head teacher or Chair of Governors. The General Complaints sub committee will meet formally to consider all allegations of Racial Discrimination. Advice if necessary will be sought from the LEA legal services.

### Dealing with Incidences of a Racist Nature by Pupils

We will always seek ways in which to promote a positive image of racial harmony as mentioned earlier in the policy. However we will occasionally be confronted with racial abuse, some of which may be carried out unwittingly. We will teach the children :-

- To be respectful and use accuracy when using names.
- To be sensitive to cultural differences.
- To be respectful to minority groups, ( disabled people, travellers, etc.)
- To avoid using offensive and patronising language

Teachers, classroom support teachers and lunchtime staff will be aware of the policy and will report all incidents of a racist nature to the Head or Deputy. Details will be logged and action appropriate to the nature of the offence will be taken. Minor issues will involve internal discipline and some form of sanctioning and verbal or written apology . Serious issues will involve parental interviews, sanctions and removal of any privileges and at the very worst, exclusion from school.

Incidents of Racial inequality are reported termly to the LEA. Nil returns are also reported.

Chair of Governors.....Headteacher.....Date.....

Reviewed    December 2014

Next Review    December 2017