



Race Equality Policy



School Mission Statement

Barnston Primary School will care for the individual, developing confidence and equipping pupils with skills for life through a quality driven academic and pastoral curriculum. Children in our care will be given every opportunity to become independent and self motivated people, with high levels of self esteem and a sympathetic understanding of others.

School Aims

At Barnston Primary School we aim to create a calm, orderly and purposeful environment in which children can learn and feel safe. We believe that the welfare of pupils is best met when school staff, governors and parents work together to achieve all our aims. **SUCCESS** is the key:

SUCCESS

Self-motivated and independent children

Using every opportunity to learn!

Confident,

Caring,

Ever respectful,

Sympathetic and

Sincere.

Values underpinning race equality

- We believe that everyone in our school is of equal value and should be treated fairly in life
- We believe that everyone should have their culture and background treated positively and with respect
- We are aware that people in our society are discriminated against and treated as if they are worth less than others because of their race or culture but we are determined this will not happen in our school
- We will treat each other equally, with dignity and respect and seek to promote race equality at all times
- We will eliminate any racial discrimination, foster equality of opportunity and promote good race relations.

Links to other policies

- We will integrate our race equality policy and practice into all relevant areas of school life in order to fulfil our aims and meet the needs of pupils from different cultures and backgrounds.
- Our school policies and practice will be informed by the need to promote diversity.

- Our curricular and extra-curricular activities will be available to all pupils, irrespective of their background.
- This policy links specifically to our Equal Opportunities Policy, Behaviour Policy, Anti-bullying Policy, PSHE & Citizenship Policy and Social, Cultural, Spiritual and Moral Policy and covers the public duty for the Race Relations Act.

We will ensure that pupils are treated fairly through our arrangements for:

- Maintenance of school ethos, whole school philosophy, character, values
- Pupil admissions and transfer procedures
- Monitoring progress and assessments, including attendance
- Raising levels of pupil achievement
- Planning and delivering the curriculum, teaching and learning (including language and cultural needs)
- Pupil behaviour, rewards and discipline, including exclusion and bullying
- Care, guidance and support
- Staff recruitment and selection, training and career development
- Parental/community involvement

Promotion of race equality and good race relations

Through our curriculum, extra-curricular activities, school organisation, choice of resources, celebration of special events, use of visitors, links with community groups, assemblies, notices and displays we will work to promote racial equality and good race relationships within school. In particular we will:

- Develop an awareness, understanding and respect for different cultures and racial backgrounds through curriculum content.
- Ensure that pupils are treated fairly and appropriately in the planning and organisation of the curriculum, the methods and approaches adopted, the allocation of pupils to teaching groups, through assessment and the use of resources
- Ensure resources, teaching materials and school information promotes diversity and a positive image of different traditions, cultures and races.
- Ensure that school activities will offer all pupils the opportunity to experience a wide range of cultural diversity and exposure to positive role models and visitors
- Develop literacy and numeracy programmes which use materials that provide experience from a wide range of cultural and racial backgrounds
- Ensure that pupils understand the background and potential of our multicultural society, including the appropriate use of language and terminology.
- Ensure a positive and open consideration, within a Wirral context of such issues such as stereotyping, prejudice, discrimination and the role of the media.
- Make periodic checks on the content and style of books and materials and inappropriate resources will be discarded
- Respect and celebrate traditions, festivals and customs of different cultures. Provision will be made for religious observance.
- Ensure that curriculum topics and activities reflect a global dimension and use appropriate, positive images
- Ensure that global responsibilities, world development issues and interdependence are an integral part of the citizenship curriculum

- Take opportunities to extend the understanding of other races, cultures and traditions by involvement in such projects as school linking and fair trade activities
- Where appropriate, encourage the use of heritage languages and dialect to promote understanding and a sense of belonging.
- Seek positive links with the community, particularly with groups and families from different racial backgrounds.
- Seek to reflect our cultural diversity in our staff and governing body membership.

How we will tackle racial discrimination

- Our school systems will be regularly reviewed to ensure that they do not discriminate against any racial group
- We will take action to ensure children and staff treat each other with respect
- Preventing and dealing with discriminatory behaviour, abuse, intimidation or racial harassment will be regarded as the responsibility of all members of the school community
- We will make every effort to challenge images of racial discrimination and stereotyping.
- Incidents of racial abuse or discrimination will be promptly, consistently and openly tackled using the clear procedures in place
- We will promptly investigate and remove any racist graffiti
- As a school, we will support victims of incidents, on and off the premises, in both the short and long term.
- All pupils can expect to be listened to and have their complaint investigated, following the procedures laid down for this.
- Any pupil who does not feel that a complaint has been properly dealt with will have access to Headteacher/Senior Management
- We will give all pupils at appropriate stages the opportunity to discuss, explore and understand the implications of racism and other forms of prejudice and bias.
- The school council will be encouraged to explore any issues of racial concern.

Roles and Responsibilities

- The governing body are responsible for the formulation, monitoring and review of the policy
- The headteacher is responsible for the implementation and day-to-day management of the policy
- All staff, pupils, parents and governors are responsible for adhering to the policy
- The policy will be reviewed regularly as part of an agenda item on the SMT meetings each term and will be reported on in the Head teacher's reports to Governors. It will be an agenda item on the fully governing body meetings at least once a year and more frequently where issues arise.
- There will be a full annual review as part of the school self-evaluation process in the summer term each year.

Breach of Policy

- It is our corporate responsibility to ensure full support for and endorsement of the race equality policy
- We will encourage an atmosphere in which discussion of issues and the open reporting of incidents can take place
- Any breach of the policy will be considered a serious infringement and we will invoke the detailed and clear response procedures

- Incidents of non-compliance, inappropriate racist behaviour or language will be reported, formally recorded and trends analysed.
- Pupils who feel that they have been abused racially should report the matter immediately to their class teacher
- We will provide a sensitive and structured system of support for the victims of racism, racial discrimination, racist incidents and harassment.
- Pupils who have committed racial abuse or behaviour will be appropriately dealt with, which may involve exclusion but will also include education and support.
- Discussion with parents or carers of both victims and offenders will be our normal practice.
- If parents or carers are aware of racial abuse they will be encouraged to report the matter and will have an identified process to use.

Training

We will identify opportunities for staff training through our staff development plan.

- Opportunities for involvement in training and development activities will be positively encouraged
- Training for race equality and related activities will be sought as available
- All staff will be trained to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- Opportunities for training the governing body will be encouraged
- Active links will be established with other organisations dealing with racial issues.

Review: assessing and monitoring

- An annual review of race equality issues will be undertaken using information from the relevant areas
- Pupils, staff, parents and governors will be encouraged to contribute to the review which will take part during our annual school self-review
- The school council will have a particular role to play in the process of review
- The governing body will receive regular reports on the implementation of the Race Equality Policy
- Information from the review of relevant functions such as admissions, assessments, recruitment, attainment and discipline will be fed in to the general review.
- If appropriate, the reviews will lead to development strategies for tackling unjustified disparities in attainment and progress.

Promotion

- We will promote discussion within our school community to raise awareness of the need for race equality and to determine and refine our policy and practice
- The development of our policy and practice will involve staff, governors and pupils to ensure wide dissemination and observance of race equality procedures
- Through our policy we will seek to broaden the understanding of staff, governors and pupils of our multicultural society and the need to challenge inequality.
- We will use a range of opportunities and approaches to publicise and promote good race equality practice and to ensure inequalities are eliminated.

Appendix 1 - Review of Procedures - An Assessment & Monitoring Check List

- Do we help all our pupils to achieve as much as they can, based on their individual needs?
- Which groups of pupils are not achieving as much as they can or accessing what is on offer?
- Are we making sure that our policies are not having an adverse impact on pupils, parents and staff from racial groups or other minority groups?
- How do we explain any differences? Are the explanations justified? Can they be justified on non-racial grounds, such as English language difficulties?
- Does each relevant policy deal with possible differences in pupils' attainments between racial groups and does the identification of these lead to action set out in the policy?
- What are we doing to raise standards and promote equality of opportunity for pupils who seem to be underachieving or who may need extra support?
- What are we doing to:
 - prepare pupils for living in a multi-ethnic society?
 - Promote race equality and harmony?
 - Prevent or deal with racism?
- Can action be traced back to individual policy aims and related targets and strategies?
- Is the action appropriate and effective? Are there any unexpected results? How are they handled?
- Do relevant policies include aims to promote race equality and harmony, help to prevent racial discrimination and deal with possible differences between racial groups?
- Do the policy's aims lead to effective action?
- What changes do we need to make to relevant policies, their aims, and any related targets and strategies?