

Warren Farm Primary School



Race Equality Policy 2022

Date of Last review	11/09/2022
Date agreed by governors	10/11/2022
Date of next review	10/11/2023

This Policy covers :
Staff
Pupils
Other Bodies

Our School Aims

- We aim to keep our School a happy and interesting place with children at its centre and care and respect at its heart.
- We intend to provide an atmosphere which encourages confident, articulate, self-motivated children who are given equal opportunities to fulfil their all round potential. This means challenging and extending bright children and giving attention to children who learn more slowly.
- We aim to give every child our personal attention to ensure that his or her individual needs are met.
- We want to help children develop lively, enquiring minds with the ability to think for themselves and to work both independently and in cooperation with others.
- We think it is important to foster respect for religious and moral values, raise awareness of other races, religions and ways of life, to oppose racism in any form and help the children understand the world in which they live.
- We aim to increase children's imaginative understanding and stimulate their creativity.
- We will give the highest priority to the teaching of Reading, Writing and Mathematics and to applying these skills.
- We welcome the involvement of parents, governors, support staff and others who contribute to the School's success and the children's achievements.

We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to this school and believe that it accords with our School Aims as set out above.

In particular, we:

- celebrate the diverse nature of our society;
- are committed to ensuring race equality in all areas of our work;
- are determined to tackle racism in all its forms.

We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers.

In order to realise our commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups;
- eliminate unlawful racial discrimination.

Scope of the Policy

This policy covers all aspects of the work of our school, including:

(a) staff

- recruitment and retention;
- pay and rewards;
- training and professional development;
- performance management;
- consultation and involvement;
- grievance and disciplinary matters.

(b) pupils

- admissions and attendance;
- teaching, learning and curriculum matters;
- progress, attainment and assessment;
- personal development and pastoral care;
- behaviour, discipline and exclusions;
- racial harassment.

(c) other bodies

- governing body matters;
- parental consultation and involvement;
- collaboration with external bodies;
- contracting arrangements.

Responsibilities

(a) Governing body

Responsibility for this policy and its effective implementation rests with the governing body. The governing body will:

- adopt and review the race equality policy;
- as other school policies covered within the scope of the race equality policy are reviewed will make revisions to ensure compatibility;
- monitor and evaluate the operation and impact of the race equality policy;
- monitor and review the race equality impact of other policies;
- provide the resources and support structures needed to ensure the effective implementation of the policy.

The headteacher will oversee the effective implementation of the race equality policy and to report on issues to the whole governing body.

(b) Headteacher

Under the terms of this policy, the governing body delegates the day-to-day responsibility for the management of the policy to the headteacher. The headteacher will :

- ensure the effective implementation of the policy;
- communicate the policy and its implications to staff, pupils, parents and other bodies;
- organise the delivery of relevant training for staff;
- monitor and report on the operation of the policy;
- take any remedial actions as required.

(c) Staff

The race equality policy applies to all staff.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment.

Staff will be consulted on the implementation of the policy through the normal procedures that apply, and via the relevant trade unions.

(d) Pupils

The race equality policy applies to all pupils.

(e) Parents/carers and other persons

All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

Training and Development

We will review the training and development needs of governors in the normal way.

The training and development needs of staff will be considered as part of the arrangements for performance management. Staff training opportunities will be funded and made available in the usual way.

Breaches of the Policy

Breaches of the policy will be dealt with in accordance with either the LA's Disciplinary Procedures or Professional Support Procedures as appropriate.

Incidents

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the Head or Deputy.

We will monitor and report on the number of racist incidents as necessary.

Action Plan

The school has operated on the basis of equal opportunities and opposition to racism for many years in accordance with its Aims Statement at the beginning of this Policy, its Pastoral Policy and The School Rules. Therefore we will take action to ensure that we continue to do so ensuring that appropriate resources are made available. The Headteacher will be responsible for monitoring and reviewing these developments.

Monitoring and Review

We will undertake regular ethnic group monitoring of pupils and staff for the purpose of evaluating the impact of the race equality policy.

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's or family's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals or families may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the school/college; or to amend the ethnic group as recorded by an individual pupil/parent or members of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.

Race equality monitoring information will be considered by the governing body as part of the termly Head's Report to Governors.

The race equality policy will be subject to review by the Governing Body as and when necessary.