



COMBE DOWN  
CEVC Primary School

## **COMBE DOWN CEVC PRIMARY SCHOOL** **RACIAL EQUALITY POLICY**

### **Introduction**

This policy is necessary because:-

- All schools are required to design a race equality policy to implement the requirements of the Race Relations (Amendment) Act 2000. This policy should be reviewed regularly to assess its impact on the whole school community.
- In the light of events both globally and nationally in recent years, it is important to ensure that we recognise how this is implemented in policy and practice and owned by the whole school community to ensure that racism can be challenged and combated both by individuals and by the school community as a whole.

### **Key Principles**

Combe Down Primary School is committed to working towards race equality, promoting positive approaches to difference and opposing all forms of racial prejudice and discrimination. Language or behaviour, which is racist or potentially damaging to any ethnic or racial group, is not tolerated and will always be challenged. We recognise that British society is made up of people from many different racial, cultural, linguistic and religious backgrounds and that all pupils must be fully prepared to live in such a diverse society.

The **purpose** of this policy aims to:

- Eliminate unlawful discrimination and promote equality of opportunity and good relations between difference racial groups, including Travellers, refugees and asylum seekers, across all areas of school life.
- To that end, the school aims to:
  - Promote equal opportunities and good race relations in every aspect of school life
  - Promote a positive, supportive ethos in which all pupils and staff feel that they are valued, that their needs are met and that they are able to achieve their full potential
  - Implement positive attitudes to race equality
  - Eliminate unlawful racial discrimination
  - Educate pupils about a cultural and racially diverse society and world and promote understanding and positive attitudes towards diversity

## **Guidelines**

### **Leadership and Management**

#### **The Governing Body**

- Will ensure that the school complies with its duty under the Race Relations (Amendment) Act 2000 and that its policies, related strategies and procedures are implemented and resourced
- Designate a governor with responsibility for equality issues

#### **The Headteacher**

- Will be given specific responsibility for co-ordinating racial equality across the school, ensuring that the Race Equality Policy and its related procedures and strategies are implemented
- Ensures that all staff are aware of their responsibility under the policy and that they receive appropriate training and support within the school's programme of continuing professional development
- Takes appropriate action in any cases of racial discrimination

#### **All Staff**

- All teaching and support staff have a responsibility to comply with this policy and avoid any discrimination on racial grounds
- All staff, through teaching and other relations with pupils, parents, colleagues and the wider community, should promote race equality, good race relations and an understanding of diversity
- All staff are responsible for applying school policy appropriately to deal with racist incidents and to identify and challenge racial bias and stereotyping
- Staff should keep themselves up to date with race relations legislation by attending training and information events as necessary and available

#### **Staff with Specific Responsibilities**

- The Equal Opportunities co-ordinator and member of staff with responsibility for dealing with reported racist incidents, (Headteacher) will follow the agreed guidelines
- Co-ordinators for PSHE, Citizenship and R.E have a specific responsibility for promoting awareness of race equality issues, positive images, balance and appreciation of diversity through the curriculum

#### **Visitors and Contractors**

- Care is taken to ensure that all visitors, including contractors, are aware of, and adhere to, the school's policy on race equality.

## **Policy and Practice**

- It is recognised that making the race equality principles stated above a reality in all aspects of school life, requires a continuous process of review and development. All school policies and procedures will be amended as they come up for review, to reflect decisions outlined in this policy.

#### **Planning and development**

- The criteria set out in section 6 of this policy, forms the basis for the regular audit and evaluation of race equality issues in all areas of school policy and practice.

- In the light of this, priorities are set, school policies and strategies are amended as necessary and appropriate targets for action are identified and incorporated in to the school improvement planning process.

### **Monitoring**

- Patterns and trends are identified and used to inform planning, through regular monitoring of key indicators by ethnic group:
- The pupils' population (following national guidelines)
- Pupil admissions and attendance
- Pupil progress and attainment
- Rewards, sanctions and exclusions
- Bullying and racist incidents
- Relevant data and issues emerging from monitoring are communicated as appropriate at staff meetings, governors meetings and in the governors' report to parents, ensuring that information cannot be used to identify individuals.
- An overall review of the impact and effectiveness of the Race Equality Policy will be carried out every 3 years.

### **Consultation**

- The checklist below identifies those members of the school or wider community who have/will be consulted during the initial drafting or subsequent review of this policy.
- A representative sample of pupils
- Teaching and support staff
- Parents
- Governing Body
- Bath & N.E Somerset LEA
- Bath Race Equality Council

### **Dissemination**

- The full Race Equality Policy is:
- Issued to all staff
- Published in the Policies and Procedures Folder
- Issued to all Governors
- Available on request to all parents, visitors or members of the wider community

### **The policy is referred to:**

- In the school prospectus
- In school newsletters
- In school details sent out to all job applicants

### **The Curriculum**

- Curriculum content and delivery will be inclusive and will challenge stereotypes.
- It will meet the needs of all pupils and so provide the best possible environment in which each may achieve his or her full potential, spiritually, intellectually, emotionally, morally, socially and physically
- The school will help pupils to understand what prejudice means, how discrimination occurs and how they can take a personal stand against all forms of racism

- Every effort is made to ensure that all pupils have equal access to the mainstream curriculum, by taking account of their individual cultural backgrounds and linguistic needs and by differentiating work appropriately
- Wherever possible, steps are taken to provide experience of diversity through personal encounters with other cultures

### **Teaching and Learning**

The aim is to give all pupils the opportunity to succeed to the highest level of personal achievement, to contribute fully and feel valued. Teaching and learning will value cultural diversity, challenge stereotypes and allow pupils to recognise prejudice and reject discrimination

### **Admission, Attendance and Assessment**

- The school monitors pupil attendance by ethnic group and uses the data to develop strategies to address poor attendance - making appropriate allowance for leave of absence for religious observance.
- The school's procedures for discipline and behaviour management, including exclusion, are fair and applied equally to all pupils, irrespective of ethnicity

### **Progress, Attainment and Assessment**

- These will be monitored to ensure that all pupils will have equality of opportunity and expectations. There will be monitoring by ethnic or racial groups for attainment and progress and this information will be used to set future targets

### **Behaviour, Discipline and Exclusion**

- These procedures will be fair and consistently applied to all groups to ensure there is no racial bias. Patterns and trends will be monitored and consideration given to the needs of pupils from all racial and ethnic groups

### **Pupils Personal Development and Pastoral Care**

- The school recognises and values many forms of personal and academic achievement and all pupils are encouraged and enabled to reach the highest personal standards
- Individual support and guidance will take account of personal and cultural needs specific to particular ethnic groups
- Parents will be involved in matters relating to support and guidance for their child
- Monitoring will take place. Planned and targeted support are given to address any disparities in progress or achievement that are identified through our ethnic monitoring procedures
- Provision for pastoral care and guidance takes account of ethnic and cultural diversity, seeking to promote equality and challenge stereotyping

### **Attitudes and Environment**

- Every care is taken to ensure that all aspects of the communal life, environment and ethos of the school promote equality, celebrate diversity and negate all forms of prejudice and discrimination
- All incidents of racism or racial harassment are dealt with according to Bath & North East Somerset LEA's published guidance on dealing with racist incidents

### **Staff Recruitment and Professional Development**

- All posts at Combe Down Primary School will be advertised so as to attract a wide pool of applicants and appointments made with due regard to having a broad cross section of the local community represented in school, both as paid staff and volunteers. Under-representation will be actively addressed
- All procedures for recruitment, selection, promotion and professional development of staff are planned and monitored to ensure equality and avoid conscious or unconscious racial discrimination
- Training and support to implement the Race Equality Policy will be provided to governors and staff
- Staff are supported through training and management to develop their effectiveness in dealing with race equality issues

### **Partnership with Parents, Carers, Governors and Communities**

- All parents/carers will be welcomed and actively encouraged to become involved with the school and to share with the school their background, culture and aspirations for their children
- Information about a child's progress in school generally, will be made available and accessible to all by a variety of means. (e.g by providing an interpreter when necessary)
- All the school's forms of communication with and involvement of parents and carers are designed to be inclusive and accessible to all
- Community members of all ethnic groups are encouraged to participate in the life of the school, whether as governors or in other capacities
- Community access to school premises and facilities is equally available to all ethnic groups

### **Response to Racist Incidents**

- Clear procedures to deal with racist incidents, racial discrimination and racial harassment will be set out within school guidelines.
- Such incidents will be dealt with promptly, firmly and consistently
- Pupils must be regularly made aware of the School Rules and Codes of Conduct that determine what is acceptable behaviour in the Combe Down Primary School community
- Breaches of the code will be dealt with in a clear, effective and visibly just way. Emphasis will be on arbitration rather than on discipline, providing immediate continuous support for those suffering the racial abuse and in the provision of help, counselling and support for those exhibiting anti-racial behaviour
- Pupils, in particular, will be encouraged to report any and every such incident. However, any member of the school community may and should report a racist incident, whether or not they are directly affected by it personally
- The Headteacher has overall responsibility for dealing with such incidents
- All racist incidents and complaints of racial discrimination and harassment against staff and against pupils will be formally recorded and investigated within 24 hours
- All incidents and their resolution will be regularly reported to the governing body and the LEA

- It will be made clear to parents and carers, and members of the school community how racist incidents have been dealt with
- All incidents and the effectiveness of the action taken will be carefully monitored

### **Guidelines**

- Should a racist incident occur then it should be brought to the attention of the Headteacher or to the Deputy Headteacher if the Headteacher is unavailable
- Both the victim and the perpetrator must be interviewed and details of the incident/discrimination/harassment recorded.
- Both victim and perpetrator will be counselled. Parents of victim/perpetrator will be informed and if necessary follow-up work/counselling will be actioned
- The ongoing situation will be closely monitored
- All incidents will be reported to the LEA using the common reporting form

### **Conclusion**

- At Combe Down Primary School, we are committed to developing and maintaining an ethos, which ensures that all pupils attain their highest level of achievement. The school will seek to serve its local community and at the same time will endeavour to prepare pupils for life in a diverse and multi ethnic society and world.
- This policy will be implemented carefully and consistently in all aspects of school life, in conjunction with other policies and will be monitored regularly to ensure that no pupil or adult member of the school community is diminished in any way by others.

Richard Bullard  
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