



Racial Equality Policy

1 Introduction

1.1 The Race Relations Amendment) Act 2000 imposes a general duty on schools to

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

1.2 Each school has a specific duty to

- Prepare a written policy of race equality
- Monitor to operation and impact of policies
- Assess the impact of policies including the race equality policy, on pupils, staff and parents. It must include the impact on attainment levels of its pupils.

2 Statement of Values

2.1 Aims

- To acknowledge the existence of racism and work towards the elimination of unlawful discrimination.
- To promote equality of opportunity.
- To promote good relations in order to encourage inclusion in the wider educational community.
- To ensure that pupils and staff from all racial groups are encouraged to achieve their full potential.
- To prepare children for a life in a culturally diverse society.

2.2 Purpose

- To address and raise standards of attainment for those groups of children at risk of underachieving. These may include:
 - To promote an inclusive curriculum, ethos and learning environment.
 - To celebrate cultural diversity.
 - To promote a climate of understanding, tolerance, and harmony.
 - To combat discrimination, prejudice and harassment.
 - To address the under representation of ethnic minority staff in schools.

3 Guidelines for Promoting Race Equality

3.1 The school will promote equality and challenge racism by

- Exploiting opportunities to celebrate the diversity of different cultures.
- Exploiting opportunities through assemblies and teaching of PSHCE to deal with issues of prejudice.
- Celebrating children's achievement.

- Ensuring all staff challenge racist comments both in and out of lesson times.
- Reviewing resources to ensure appropriateness and inclusiveness.
- Following LEA guidelines on reporting any racist incidents on the pro-forma provided.
- Examining curriculum content to promote the use of positive images and eliminate the use of negative images.

4 Relationship with other policies

4.1 Racial equality is included as an explicit aim in all our school policies including:

- Curriculum Policies
- Pupil Assessment
- Equal Opportunities
- Behaviour
- Anti Bullying
- Monitoring and Target Setting
- SEN
- EAL
- Admissions
- Attendance
- Exclusions
- Recruitment and Staffing
- Admissions

5 Responsibilities

5.1 The governing body will ensure that the school complies with Race Relations legislation and that the policy and its related procedures are implemented. A named governor will be responsible for monitoring the implementation of the policy.

5.2 The Headteacher will work with the governing body to ensure the policy and its related procedures are implemented. She will ensure that all staff are aware of their responsibilities and are given appropriate training and support in order to fulfill those responsibilities. The Headteacher is also responsible for reporting any racist incidents to the governors and taking disciplinary action against staff or pupils who racially discriminate.

5.3 Teaching staff will ensure that pupils from all racial groups have access to the curriculum and promote racial equality through teaching and relations with pupils, staff and the wider community.

5.4 All staff will know how to identify and challenge racial bias and stereotyping and deal with racist incidents. They will keep up to date with race relations legislation and attend training as necessary.

5.5 Visitors and contractors must comply with the school's race equality policy.

6 Breach of Policy

6.1

7 Staffing

- 7.1** Parkwood School is committed to a fair recruitment and selection procedure. The school will submit information to the LEA and DfES as requested. The school will strive to provide access to training and professional development appropriate to each member of staff.

8 Consultation and Partnership

- 8.1** The school has links with the wider school community, which is consulted, and informed through meetings, assemblies, displays, the school prospectus and letters. Parental involvement in school is actively encouraged.

After being presented to the governing body the policy will be presented to:

- Teaching Staff
- Support Staff
- Parents
- Pupils
- Union and Staff Representatives
- Job Applicants
- Contractors and Service Providers
- School Visitors

9 Monitoring, Assessing and Reviewing

The following records will be used in the monitoring process

Data will be monitored in order to

- Highlight any differences between pupils from different racial groups, the reasons for these and how they might be addressed.
- Review how effective current targets and objectives are.
- Decide what further action will be necessary to meet particular needs and improve performance of pupils from different racial groups.
- Rethink and set targets.

Signed:

Date: