

# Horbury Primary School

# Policy on Race Equality

Reviewed Nov 2009

## **Background to School**

Horbury Primary School is a newly remodelled school catering for nearly 500 mixed gender 4 – 11 year olds.

The school is set in a suburban area of Wakefield with a low incidence of family stress due to financial reasons.

There is about % of pupils deemed as children with special educational needs.

The ethnic composition is 99% white British.

## **Aims of the Policy**

Our mission is to eliminate unlawful racial discrimination and to promote equal opportunities and good race relations in all areas of school life.

The school is committed to:

- Challenge racism and celebrate diversity.
- Ensure race equality is addressed across all areas of the curriculum.
- Utilise adequately the experiences and expertise of all pupils, parents, staff and members of the local community.
- Deal with racial incidents firmly and sensitively.
- Ensure equality, inclusiveness and social justice for all its pupils, staff and governors.
- Ensure that pupils and staff are encouraged and able to achieve their full potential regardless of any disability, age, race, gender, sexual orientation, religion, language, asylum or refugee status.

## **Leadership and Management**

### **Responsibilities**

#### **A Governing Body**

The governors are responsible for:

- making sure the school complies with the amended Race Relations Act 1976 (the Act); and
- making sure the race equality policy and its procedures are followed.

#### **B Headteacher**

The Headteacher is responsible for:

- making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- making sure the race equality policy and its procedures are followed;

- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of racial harassment and racial discrimination.

## **C All Staff**

All staff are responsible for:

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

### **Policy Planning and Development**

Race equality is an explicit element of the school's policy and planning development process.

This race equality policy will assist the school to assess the effectiveness of all existing policies and procedures that have a direct impact on pupils' achievement, parental involvement and recruitment/selection of staff and governors.

### **Monitoring, Reviewing and Evaluating School Policies**

- The school will ensure that race equality issues are regularly included as an agenda item at senior management and governors meetings.
- The school will undertake race equality reviews on all of its policies on a three year cycle, which includes consultation with staff, governors, parents and pupils (where appropriate).

### **Ethnic Monitoring**

The school will use ethnic monitoring data to monitor the attainment and progress of pupils and to set targets for removing any identified disparities between different groups of pupils.

The school will use ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards to inform future planning and decision-making.

### **Publishing the Results of Monitoring**

The results will be published in reports to governors and included in the school prospectus.

### **How the Policy will be Implemented**

1. Policy drafted and taken to staff (Early September 2002).
2. Policy second draft and taken to governors for approval (Late September 2002).
3. Policy in place by October 2002.

### **Promoting the Policy and Training Needs of Staff and Governors**

1. All staff including support staff will be given a copy of the policy.
2. All temporary staff e.g. students will be briefed prior to working by the deputy headteacher.
3. The policy will be part of our S.I.P. and written into our prospectus.
4. A training session for governors will be arranged in the Autumn Term 2002.

### **Curriculum, Teaching and Assessment**

- We have an inclusion statement written into all our curriculum policies that identifies that all children have equal access to the curriculum.
- Issues relating to identity, racial equality and racism are part of many curriculum areas.
- Pupils are taught that they must report any racial incident to a member of staff. All incidents are recorded by the headteacher and passed to the LEA.
- Our resources and displays are multi-cultural and portray positive images of different people and cultures.
- Our curriculum is taught so that multi-cultural aspects are viewed positively e.g. in geography the study of other countries and cultures are taught positively. In RE the range of faiths are all taught from a positive perspective.
- We intend to hold an event in Summer 2003 called 'Our World.' Each class will choose a particular country and spend a week learning about it and then sharing the knowledge with others in school, their parents and the community.
- We will assess children and support them so that every individual is able to show what they know and what they can achieve.

### **Admission, Attendance, Discipline and Exclusion**

- We follow the admission policy of Wakefield LEA.
- Leave of absence for religious observance is written into our attendance policy.
- We have a positive behaviour policy that is fair and equitable to pupils from all racial groups.
- Exclusions and non attenders are monitored by ethnicity.

### **Pupils' Personal Development, Attainment and Progress**

- Horbury Primary School has high expectations for all pupils.
- A wide range of achievement is recognised at Horbury Primary School including sporting, academic and personal and social.
- Pupil attainment and progress is monitored by ethnicity.

### **Attitudes and Environment**

- The school supports and values diversity and actively promotes good personal and community relations.
- The school openly opposes all forms of racism and discrimination.
- All pupils, parents and staff will be made aware of the procedures for dealing with racism and racial harassment.