Policy for Race Equality

Reviewed: Summer 2023

Review Date: Summer 2025

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Chair of Governors

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Date

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Headteacher

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Date

Purpose

This policy reflects the schools belief in a cultural diversity that embraces individuals and promotes community spirit.   It is in keeping with our vision that, through our curriculum, we will prepare our pupils for participation in our richly diverse society.   It furthers our aim to promote equality of opportunity and good race relations, and to eliminate any form of racial discrimination and prejudice against children, parents, carers, staff, visitors and the wider community served by our school.

It recognises the predominantly white context of our school and covers members of all ethnic and national groups represented in our school community.

Using a whole-school approach, we will ensure that we do not inadvertently discriminate.

We will achieve this by monitoring and reviewing our practice, planning opportunities within the curriculum for promoting good race relations and dealing with racist incidents effectively.

We will implement our strategies for dealing with racist incidents according to guidance provided by the Local Authority, and in accordance with known best practice for supporting all children, parents, carers, staff and visitors to the school.

Our staff follow Hertfordshire advice around the national *Prevent* agenda

Roles and responsibilities of Headteacher, other staff, governors

The **Headteacher** will ensure that:

- the curriculum promotes positive attitudes to ethnic and cultural diversity, and challenges racism

- the school recognises the importance of language to a person's sense of identity and belonging

- communication with parents recognises and responds to ethnic and cultural differences.

- appropriate methods of communication are used to enable all staff, pupils, parents and governors to understand their rights and responsibilities in relation to race equality

- all staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping

- data is collected and analysed to identify issues and trends in the performance of ethnic groups

- the data, and the response to it (action plan, targets) is presented in appropriate formats to staff, governors, parents, carers and the LA

- all racist incidents are investigated and recorded for future monitoring

- a sensitive and structured system of support is available to victims of racism, racial

discrimination, racial incidents and racial harassment

- the school has clear procedures for dealing with perpetrators of racist incidents
- immediate action is taken to remove racist graffiti from all school property

All **staff** are expected to:

- actively and positively promote racial equality and good race relations
- avoid any form of racial discrimination
- follow the guidelines for dealing with perpetrators of racist incidents and secure appropriate support for the victims
- address racist incidents that are reported to them following agreed procedures stated in the school behaviour, anti-bullying and anti-harassment policies
- ensure that they are well informed on race relations legislation.

The **Governing Body** will:

- designate a lead governor for equality issues – Chair of Governors
- use its power to nominate governors to ensure its composition reflects the community it serves
- encourage parents, carers and staff from all ethnic groups when recruiting to the Governing Body
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans
- disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

The Governing Body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action. This may include the following:

- In the case of pupils breaching the policy, staff dealing with the incident will record the incident, the perpetrator will be dealt with in accordance with the behaviour policy, and the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.
- In the case of staff breaching the policy, the relevant procedures outlined in the staff discipline and grievance policy will be instigated.
- In the case of parents, visitors or contractors breaching the policy, they will be reminded of the school's commitment to race equality and asked to desist. Further incidents may lead to individuals being requested to leave school premises.

Arrangements for monitoring and evaluation

The Governing Body will monitor the pattern and frequency of racist incidents.   It will receive reports and data from the Headteacher and staff that enable evaluation on the relevance of provision for:

- dealing with racist incidents – defined as any incident which is perceived to be racist by the victim or any other person. Serious breaches constitute criminal offences

- behaviour, discipline and exclusion, punishment and reward

- curriculum content

- assessment of attainment and progress – including special educational needs

- admissions and attendance

- recruitment, promotion and professional development of staff

- disciplinary and grievance procedures relating to staff

- personal and social education and pastoral care

- attitudes and personal development

- ethos and environment

- communications with parents, carers, governors and the community

- use of school premises

- purchasing goods and services.

Linked policies

Preventing and Dealing with Racist Incidents

Code of Conduct

Home-School Agreement

Anti-Bullying policy

Positive Behaviour policy

Grievance procedure

Whistleblowing policy