

BARNBY DUN PRIMARY SCHOOL

POLICY

for

RACIAL EQUALITY

and

CULTURAL DIVERSITY

Barnby Dun Primary School recognises the need to prepare all pupils to become adaptable, respectful citizens who are able to live and work in a modern multicultural and diverse society.

It is important that our school is one which opens the minds of pupils to other traditions, cultures and other ways of viewing the world, and challenges and dispels the ignorance and distrust that can breed prejudice and discrimination.

Our school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities and against travellers, refugees and asylum-seekers. We will ensure that all relevant policies in school reflect this view.

Legal Duties

Our school therefore welcomes its duties under the Race Relations (Amendment) Act 2000 to :-

- promote equality of opportunity

- promote good relations between members of different racial, cultural and religious groups and communities.
- eliminate unlawful discrimination

Outcomes

- We have high expectations of all pupils and pupils are supported to reach their potential in all areas. Every pupil should have high levels of attainment and rates of progress with no notable differences between ethnic groups.
- We recognise and value diversity. All pupils should have a sense of belonging. Pupils from different ethnic backgrounds should mix and get on well with each other. We have positive relations with the wider community, including minority-ethnic communities and religious communities, and these communities are actively involved in the life of our school. Any racist incidents are always reported and dealt with swiftly and effectively.
- Pupil attendance and behaviour of all pupils is good with no notable differences between ethnic groups. Exclusions are rare and there are no significant differences in rates of fixed-term or permanent exclusions between ethnic groups.
- All parents are actively involved in their children's learning and development regardless of their ethnic group.
- People from minority ethnic groups are represented at all levels of the school, and all staff have full access to opportunities for promotion and career development.
- Admissions to our school reflects the ethnic backgrounds of the communities served. Wherever possible, all new pupils have immediate access to a school place and to appropriate support.

In order to achieve these outcomes we must:

- Set individual learning targets for all children who are underachieving or making minimal progress
- Implement CPD for all staff where necessary.
- Survey all pupils and parents on how they feel the school can better meet their needs.
- Where necessary, create a working party to address racial inequalities and set challenging targets.

- Seek supportive relationships with and the active involvement of parents, governors and the community.
- Treat everyone within the whole school community as individuals with their own particular abilities, beliefs, challenges, attitudes, background, experiences, similarities and differences.
- Create a school ethos which promotes racial equality, develops understanding, and challenges myths, stereotypes, misconceptions and prejudices.
- Be proactive in promoting racial equality and good race relations and tackling racial discrimination.
- Identify and remove all practices, procedures and customs which are discriminatory, and replace them with practices which are fair to all.

POLICY IN PRACTICE

RESPONSIBILITIES

The Governing Body is responsible for:

- ensuring that the school complies with legislation.
- ensuring that this policy and its related procedures and strategies are implemented.

The Head Teacher is responsible for:

- implementing the policy.
- ensuring that all staff are aware of their responsibilities.
- providing staff with appropriate training and support.
- taking appropriate action in any cases of unlawful discrimination.
- the recording and reporting of racist incidents.

The Inclusion Manager is responsible for:

- Ensuring this policy is up to date, relevant and meeting the needs of our children, staff, parents, governors and local community.

It will be monitored by:

- Informal evaluations of pupil development with staff and children
- Monitoring of planning, resources, children's work, teaching and learning.
- Monitoring the learning environment.
- Collect and examine new and existing relevant data.
- Monitor patterns and trends in data such as attainment, progress, attendance, exclusions.

- Monitor involvement of all children in extra-curricular activities.
- Monitor complaints, incidents, grievances, disciplinary action, performance management outcomes and reasons for leaving involving pupils and/or staff.
- Monitor by ethnicity the number of staff in post, by grade, professional development and promotion.

All staff are expected to:

- deal with racist incidents that may occur.
- know how to challenge racial and cultural bias and stereotyping.
- support any pupils who may be admitted for whom English is an additional language.
- incorporate principles of equality and diversity into all aspects of their work.
- avoid the use of biased, negative or stereotypical material.
- constantly reinforce the fact that all individuals have worth and dignity, and that attitudes of caring, sensitivity, consideration, co-operation and respect are paramount.

Subject Co-ordinators are:

- responsible for reviewing and monitoring curriculum policies.
- planning their own subject areas to ensure that race equality is promoted.

Pupils should:

- be made aware of how this policy applies to them.
- learn to treat each other with respect and report incidents of a racial nature to an adult.

Visitors, helpers and contractors are expected to:

- be aware of and comply with the school's racial equality policy.

RELIGIOUS OBSERVANCE

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

(See also Policy for Religious Education)

BREACHES OF THE POLICY

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head teacher and governing body.

C. Robinson and J. Semley

January 2009

To be reviewed January 2010

Recording of Incidents of Racial Discrimination

All racist incidents should be reported to the Headteacher who will log them appropriately.

Links with other policies

See: Child Protection, Inclusion, Special Educational Needs, Equal Opportunities, PSHCE, Behaviour, Confidentiality, Teaching and learning.

Reviewed: January 2009

Review date: January 2010