

Smith`s Wood Primary School

Race Equality Policy

1. Introduction

The aims of this Race Equality Policy are to ensure that the staff of Smith`s Wood Primary School

- meet their statutory duty under the Race Relations Amendment Act 2000, to tackle racial discrimination, to promote equality of opportunity and to promote good race relations.
- prepare all students for life in a multiracial society.
- build upon an inclusive environment where **every** child can fulfil their potential.
- help students appreciate the benefits of diversity.

2. School Context

- Our school's mission and aims statements promote the core values of equality and diversity (see attached) and we like to feel that our students are encouraged to take their place in a society consisting of people from different ethnic groups and with differing faiths.
- Currently in Smith`s Wood Primary School we have pupils from a range of ethnic backgrounds.
- This Racial Equality Policy relates to all other relevant school policies e.g., Behaviour, Equal Opportunities etc.

3. Policy, Leadership and Management

The Head and Deputy are ultimately responsible for ensuring that the Policy is communicated to all staff and pupils, but on a day to day basis all staff have a responsibility to ensure that it is implemented.

As stated above the contents of this policy and the statutory duties under the Race Relations Amendment Act has been communicated to staff via a staff meeting.

Smith`s Wood Primary School promotes positive approaches to difference, fostering respect for people and property. Language or behaviour which is racist,

sexist, homophobic or potentially damaging to any minority group will not be tolerated. When there are any racial incidents these will be challenged, and reported in a written format, to a senior member of staff. The co-ordinator will then see the pupils involved and will complete the Solihull Racial Harassment Form that records incidents (see attached). Where appropriate, parents will be informed and the incident discussed.

A copy of the Solihull Racial Harassment Form will be placed on the student's file.

4. Curriculum, Teaching and Assessment

- Smith`s Wood Primary School is committed to delivering a global, anti-racist curriculum across all subjects, which challenges damaging stereotypes and racism and proactively celebrates cultural diversity.
- We will ensure that a wide range of resources will be chosen and developed.
- Through regular involvement of members of the local community in curriculum delivery, positive role models will be encouraged to share their expertise.
- Our teaching groups are organised according to curriculum demands and pupil needs, ensuring that there is no cultural bias.
- Equality of opportunity underpins all aspects of school life at Smith`s Wood Primary School

5. Admissions, Attendance, Discipline and Exclusions

At Smith`s Wood primary School the processes of Admissions, Attendance, Discipline and Exclusions are fairly applied to all ethnic groups. Exclusions and attendance are monitored by gender, ethnicity, special educational needs and background to check that there are no differences between ethnic groups.

6. Pupils – Personal Development, Attainment and Progress

- Attainment by all ethnic groups across all subject areas will be closely monitored, analysed and fed into Leadership Group meetings.
- The progress of **all** pupils is consistently monitored by teaching staff, according to our Teaching & Learning Policy. Any individual underachievement is identified and addressed accordingly. Pupil progress and attainment is monitored by the Leadership Group.
- Smith`s Wood Primary School celebrates the achievements, both large and small, of **all** pupils as outlined in our Behaviour Policy and encourages pupils to tackle new challenges.

- Extra-curricular activities are offered to **all** students regardless of disability, gender or ethnic grouping.
- During Personal, Social, Health Education & Citizenship (PSHE& C) all pupils are encouraged to develop a questioning attitude towards all forms of stereotyping and to challenge any type of discrimination.

7. Attitudes and Environment

Smith`s Wood Primary School promotes an inclusive ethos by:

- Encouraging positive approaches to difference and diversity, fostering respect for people and property and ensuring that all pupils and staff know that inappropriate language and behaviour can potentially damage any minority group will not be tolerated.
- Demonstrating high expectations of all pupils with regard to behaviour, achievement and attendance.
- Ensuring that all forms of harassment are dealt with in line with the school's Behaviour & Anti-bullying Policies.
- Tackling racial discrimination, promoting equality of opportunity and promoting good race relations using a whole school approach.
- Positively valuing diversity in the hidden and taught curriculum through displays, assemblies, school productions etc.
- Providing a safe, secure learning environment which tackles racial harassment in line with the LA and school Racial Harassment policy, ensuring that victims are supported and perpetrators helped to understand why their behaviour is unacceptable.
- Providing relevant anti-racism training being provided for staff and governors so that they know how to meet their statutory obligations under the Race Relations Amendment Act. The named governor with responsibility for Racial Equality is TBC

8. Parents/Carers, Governors and Community Partnership

Smith`s Wood Primary School proactively encourages ethnic minority parents/carers to get involved with all aspects of school life, by:

- Keeping all parents fully informed of their child's progress through Annual Review of Statement meetings, Parents' Evenings and home-school communication books and discussing with all parents, ways in which they can support their child's learning.
- Inviting parents to attend school functions e.g. Open Days, Concerts, Charity events, performances etc.
- Encouraging parents to participate in school trips and to help within the classroom setting.

- Inviting relevant parents or members of the local community to discuss their work, culture, faith, or any aspects of their lives which can help to broaden pupil awareness and understanding.

9. Staffing – Recruitment, Training and Professional Development

- Smith`s Wood Primary School is committed to attracting and developing a diverse workforce at all levels on the basis of merit.
- As laid down in the guidelines provided by Solihull LA, the school monitors the recruitment process (applications, short listing, appointments) to ensure that there is no ethnic bias.
- As part of the School`s Performance Management Process, professional development opportunities are offered to all staff.
- The school ensures that staff and governors are provided with sufficient training on race equality to ensure they are able to carry out their statutory duties effectively and efficiently.

10. Monitoring and Evaluation

This Race Equality Policy will be closely monitored (see section 3) & updated every 2 years to take account of any legal or demographic changes.

This policy was drawn up by the headteacher, based on LA guidance and based upon:

a) Race Relations (Amendment Act) Policy.

and by referring to:

b) CRE [Commission for Racial Equality] Codes of Practice, the LA Strategic Plan, the CRE Local Government Standard and LA OFSTED indicators.