

# ***Smith`s Wood Primary Academy***

## ***Race Equality Policy***

### **1. Introduction & Purpose**

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

- meet their statutory duty to promote race equality within the school and to undertake the duties given in the Race Relations Act 1976 (Statutory Duties) Code of Practice on the Duty to Promote Race Equality (May 2002)
- This policy applies to all staff, governors, volunteers and contractors working in the school

### **2. Principles relating to our Duty are:**

To meet all pupils' needs, encourage them to achieve their full potential and raise educational standards.

To take action to tackle any differences between racial groups in terms of their attainment levels and progress, in the use of disciplinary measures against them, in admissions, or in assessment.

To create a positive atmosphere, where there is a shared commitment to value diversity and respect difference.

To challenge and prevent racism and discrimination, and promote good relations between people from different racial groups.

To prepare pupils to be full citizens in today's multi-ethnic society.

To ensure that our employees (and contractors) are representative of the communities we serve.

To improve staff morale and performance and to avoid able staff being lost

To make full use of the skills and ideas among people from different racial groups from the classroom to the governing body.

### **2. School Context**

- Smith's Wood Primary Academy is in the North of Solihull and has a low representation of ethnic minority citizens. Whilst currently, in Smith`s Wood Primary Academy we do not have a significant number of ethnic

minority pupils, or staff, the school recognises that education plays a vital role in influencing young people's attitudes for the rest of their lives.

- This Racial Equality Policy relates to all other relevant school policies e.g., Behaviour, Equal Opportunities etc.

- **Duty of Smith's Wood Primary Academy in terms of Race Relations:**

- **Eliminating unlawful racial discrimination:**

- **The policy of the School is to prevent and eliminate unlawful racial discrimination.** Our aim is to promote equal opportunities and good race relations in all areas of the School life. These include progress, attainment, assessment, behaviour, discipline, exclusion, pupil's personal development, pastoral care, teaching, learning, admission, attendance, the curriculum, staff recruitment, professional development, and partnerships with parents and guardians and the community.
    - The Head Teacher, the Governors and the staff have a role in ensuring this Policy is adhered to. Where racial equality is not being conducted in accordance with this policy it is the duty of the Head Teacher to bring the matter to the Governors and for the procedures of monitoring or agreed actions to be taken. Parents may also be called to a separate meeting.
    - The School has a separate bullying and equal opportunities policy that reflect the duties described within this policy. Where racial harassment and name calling are a problem these may be addressed by making a list of all the names used, attending classes to tackle the problem, and using records to monitor the effect of the efforts made. The School newsletter may be used to communicate with parents as to the problem and the planned actions.

#### ***4. Curriculum, Teaching and Assessment***

- Smith's Wood Primary Academy 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 Academy 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 Academy 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.