

Manor Junior School

Policy for Race Equality

Written: July 2004
Approved: November 2004
Review: Spring 2009

Rationale

At Manor we believe that all individuals within the school are entitled to learn, teach or work in an inclusive and supportive environment that aims to meet a wide diversity of needs.

All staff at Manor are expected to work positively with pupils, parents, governors and colleagues in expressing a commitment towards equality, respect and value for everyone within the school and the wider community. This is regardless of race, culture, religion or gender, and in particular dealing with racism whenever and however it may occur.

Aims

At Manor we share the following aims:

- To acknowledge the existence of racism in society and be proactive in tackling racial discrimination.
- To ensure that an inclusive ethos is established and maintained where everyone, irrespective of race, culture or religion, feels equally welcome and valued in every aspect of school life.
- To prepare pupils for life in a diverse society and world, respecting and valuing linguistic, cultural and religious diversity.
- To develop pupils' sense of personal and cultural identity that is confident, adaptable and respectful towards others.
- To have high expectations for all pupils in terms of behaviour and learning and to apply these equally regardless of race, culture, religion or gender.
- To monitor the progress of pupils from ethnic minority groups to target needs and raise attainment
- To ensure the school has access to the knowledge and understanding of ethnic minority groups.

Leadership and Management

Commitments

At Manor we are committed to:

- Being proactive in promoting racial equality and good race relations through PSHE, assemblies, and circle time and by working in partnership with parents and the wider community.

- Defining and identifying racist behaviour, offering strategies for dealing with perpetrators and providing support for victims.
- Encouraging, supporting and enabling all pupils and staff to fulfil their potential.

Responsibilities

At Manor all staff should know how to identify and challenge racial and cultural bias and stereotyping, incorporating principles of equality and diversity into their planning, preparation and delivery of the curriculum. They will support pupils in their class for whom English is an additional language. Resources available through the LEA Ethnic Minority Achievement Grant will be sought where appropriate.

The head teacher is responsible for implementation of the policy and for ensuring all staff are made aware of their responsibilities. The SENCO is responsible for coordinating race equality work and dealing with reported incidents of racism and racial harassment.

The governing body is responsible for ensuring the school complies with race relations legislation.

Strategies for dealing with incidents

All forms of discrimination by any person within the school will be treated seriously. All staff are expected to deal with racist incidents that may occur. Discrimination between pupils will be dealt with and a record of incidents will be kept by the class teacher and SENCO (as outlined in the school Behaviour Code). Cases that necessitate parental involvement will be recorded in the Pupil Incident File.

Policy, Planning and Review

All teaching and non-teaching staff will be made aware of this policy through staff meetings; all teaching and learning support staff will have their own copy. The core policy will feature in the school prospectus.

The principles and implications of race equality are reflected in and will be considered when reviewing and developing school policy, for example the policies for Equal Opportunity, Behaviour, admissions and attendance, staff recruitment and development.

The policy will be monitored and reviewed to evaluate its effectiveness. Assessment data will be used to monitor the progress of pupils from various minority groups, including racial group, to inform planning and decision making which will be communicated to school staff as appropriate.

The results of this monitoring will be published in the governor's annual report to parents, ensuring that the identity of individuals is protected.