



High Bank Junior Infant and Nursery School

Race Equality Policy

Review: September 2019

Next review: September 2020

High Bank J,I & N School

Race Equality Policy

Introduction

High Bank School promotes racial equality and good relations. We strive to eliminate unlawful racial discrimination.

The Race Relations (amendment) act 2000 imposes a general duty on schools to:

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination.

There are also specific duties requiring each school to:

- Prepare a written policy of race equality
- Assess the impact of its policies, including its race equality policy, on pupils, staff and parents, including the impact on attainment levels on such pupils.

School Context

High Bank School is a school where the majority of children are White British. At the time of writing this policy the breakdown of ethnicity is:

White	86%
Unknown	0.6%
Mixed	7.6%
Black or Black British	1.2%
Asian or Asian British	4%
Any Other Ethnic Group	0.6%

Aims

- To acknowledge the existence of racism and to work towards the elimination of unlawful discrimination
- To promote equality of opportunity
- To promote good relations in order to encourage inclusion in the wider educational community
- To ensure that pupils and staff from all racial groups are encouraged to achieve their full potential
- To prepare children for a life in a culturally diverse society
- To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feel valued and welcomed.

Purpose

- To address and raise standards of educational attainment for those groups of students at risk of underachieving, these may include those of African and Pakistani decent, Travellers and Asylum Seekers and Refugees.
- To promote an inclusive curriculum, ethos and learning environment.
- To celebrate cultural diversity.
- To promote a climate of understanding, tolerance and harmony.
- To combat discrimination, prejudice and harassment.
- To attempt to address the under representation of ethnic minority staff in school.

Guidelines for Promoting Race Equality

The school will promote equality and challenge racism by:

- Exploiting opportunities to celebrate the richness and diversity of different cultures, e.g. “Round the World” events.
- Exploiting opportunities through assemblies and the teaching of PSHE to deal with issues of prejudice e.g. Diwali assembly, Eid assembly, festivals
- Celebrating student achievement e.g. Achievement assembly, celebration displays
- Reviewing texts to ensure appropriateness and inclusiveness.
- Ensuring all staff challenge inappropriate racist comments use both in and out of lesson times.
- Following LEA guidelines on reporting any racist incidents on the pro-forma provided , using the definition of a racist incident found in the Steven Lawrence Inquiry Report; “A racial incident is any incident which is perceived to be racist by the victim or any other person”
- Examining the curriculum content to eliminate the use of negative images and promote the use of positive images wherever possible.

Implementation

- The Governing Body is responsible for ensuring that the school fulfils its legal responsibilities.
- The Headteacher has overall responsibility within the school for implementing the policy and will be the named person responsible for taking disciplinary action in any case of racial discrimination. The Head is also responsible for reporting any racist incidents to the Governing Body.
- The Staff will be vigilant both in the playground and around school for any type of racist incident from overt name-calling to the more subtle forms of victimisation caused by perceived differences.

Links with other School Policies

The policy should be reviewed as required in relation to the aims and content of other school policies including:-

- Equal Opportunities Policy
- Anti-bullying Policy
- PSHE Policy
- Assessment Policy
- SEN Policy
- Recruitment and Selection Policy

Consultation with the School Community

The Policy has also been closely based on the Kirklees School Circular 96/Educ/04, the Race Relations (Amendment) Act 2000, and LEA written guidance relating to the RRA. It will be shared with members of the school community.

Staffing

The Governing Body and the Headteacher are committed to fair recruitment and selection and use the recruitment procedures outlined in the LEA's "Personnel Procedures".

The school will submit information to the LEA annually regarding staff in post, applicants for employment, training and promotion, to enable the publication of ethnic monitoring of school based staff.

They will strive to provide access to training and professional development appropriate to each member of staff.

Monitoring, Assessing and Reviewing

The following records will be used in the monitoring process:

- Records of returns regarding racial incidents
- Internally produced results of optional tests and SATs
- Kirklees data
- RAISE Online/Analyse School Performance Service

- Attendance records
- Exclusions and Behaviour Logs

Following a full audit for compliance with the Race Relations Act the Action Plan is incorporated into our School Improvement Plan. Monitoring systems will then take over to ensure continuation and/or modification of the strategies being implemented.

The monitoring systems will also include issues of gender, special needs, and disability. They are intended to identify any trends that may reveal inequalities between groups. These trends can then be addressed.

Any racial incidents, and all monitoring and review findings, will be reported to the Governing Body.