



## Policy Header

<b>Policy Title</b>	<b>Racial Equality Policy</b>
<b>Version No</b>	<b>Three</b>
<b>Written / Adopted Date</b>	<b>Written October 2016 Reviewed Nov 2018 Reviewed April 2019</b>
<b>Linked Policies</b>	<b>Safeguarding Policy,</b>
<b>Written By</b>	<b>School</b>
<b>Date shared with Staff</b>	<b>April 2019</b>
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**Trust Prayer:**

***We thank you, God of Love, for the gift of children,  
bless the work of our Trust, that in all we do  
young people may grow in wisdom and stature,  
and so come  
to know you,  
to love you  
and to serve you,  
as Jesus did.***

***We make our prayer in his name who is God  
with you and the Holy Spirit, now and for ever.***

## **Promoting Racial Equality Policy** **“Growing at the heart of God’s Community”**

### **Rational**

At Glazebury CE Primary School, we are committed to tackling racial discrimination and promoting equality of opportunity and good race relations.

This policy has been developed in response to legislation and policy requirements such as:

- Race Relations (Amendment) Act 2000 which places a duty on schools to;
  1. Eliminate unlawful discrimination.
  2. Promote equality of opportunity and good relations between persons of different racial groups.
  3. Prepare and maintain a written Race Equality Policy
  4. Assess and monitor the impact of policies on parents, pupils and staff including impact and attainment.
  5. The Stephen Lawrence Inquiry Report Recommendations (McPherson- Feb 1999) and the Home Office Guidance on the Enquiry Report (April 2000).
  6. The Crime and Disorder Act 1998 and the Human Rights Act 1998.
  7. The Commission for Racial Equality Standards “Learning for All”.
  8. To promote procedures relating to Safeguarding of children

The CRE framework has been used as guidance in drawing up this policy

### **Purpose**

- To achieve and raise standards of education for those groups of pupils at risk of underachieving. These might include those of African and Pakistani Descent, Travellers, 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 promote equality of opportunity
- To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feel valued and welcomed.

### **Broad Guidelines**

Glazebury C.E. School will promote equality and challenge racism by;

1. Exploiting opportunities to celebrate the richness and diversities of different cultures through educational visits to places of worship or using music from different cultures.
2. Exploiting opportunities through assemblies and the teaching of PSHE to deal with issues of prejudice.
3. Celebrate pupils’ achievements.
4. Analysing pupils’ attainment in individual subjects by ethnicity, by gender and disability.
5. Reviewing texts and publications to ensure appropriateness and inclusiveness.
6. Ensuring staff challenge all inappropriate racist comments used both in and out of lesson time.
7. Examining the content of the curriculum to eliminate the use of negative images and promote the use of positive images wherever possible.

8. The Governing Body and the Headteacher are committed to fair recruitment and selection of staff. The procedures are consistent with the Statutory Race Relations Code of practice in employment and other equality legislation.
9. Promoting race equality and raising achievement of all pupils is the responsibility of the whole school.
10. The Governing Body has a duty to ensure that the school fulfils its legal obligations. The Governing Body has agreed this policy and a named Governor is responsible for monitoring implementation of the policy.
11. The impact and effectiveness of the policy will be reviewed annually.
12. The Headteacher is responsible for the implementation of the policy and the related procedures and strategies.
13. The Headteacher will demonstrate through personal leadership the importance of this policy. They will ensure that all staff are aware of it and understand their roles and responsibilities.
14. All staff shall deal with racist incidents. They should know how to identify and challenge racial bias and stereotyping.
15. Staff should promote racial equality and good race relations and not discriminate on racial grounds.
16. Staff will promote activities that teach children how to keep safe.
17. All staff should keep up to date with race relations' legislation by attending training and other opportunities to gather information.
18. Staff will be vigilant in the playground and in school for any type of racist incident from name calling to more subtle forms of victimisation caused by perceived differences.
19. A "Racial Incident Form" will be completed for any incident which occurs, whether for pupils or staff.
20. Due to the immaturity of pupils in primary schools, parents will be consulted regarding racist incidents and they will be involved in developing strategies to modify behaviour of those involved.
21. The consequences of any further breach of conduct will be stated clearly with the ultimate sanction of exclusion.
22. The total number of racist incidents will be published annually.
23. The self defined ethnic identity of any excluded pupils will be published annually.
24. In the case of an adult incident the school will follow LEA procedures.
25. The impact of this and other policies on pupils, staff, Governors and parents from different ethnic groups will be monitored. The monitoring system will also include issues of gender, special educational needs and disabilities.
26. Analysis of information intended to identify any trends', which might reveal inequalities between groups, will be acted upon.
27. The following records will be used in the monitoring process;
  - Records of returns regarding racial incidents
  - Internally produced records of attainment
  - Comparative data produced by Warrington
  - Information from the school ROL
  - Attendance records
  - Records of exclusion.
28. Any racial incidents and all monitoring and review findings will be reported to the Governing Body annually and summarised in the Annual Report to parents.
29. If any Governor, member of staff, pupil or parent believes that this policy is not being implemented properly they should raise the matter with the Headteacher who will take appropriate action. This might include an

investigation and a report on the issue. Formal complaints will be dealt with according to the school's complaints procedures.

30. Following Warrington's guidelines to report any racist incidents, using the definition found in the Steven Lawrence Inquiry Report;

"A racial incident is any incident which is perceived to be racial by the victim or any other person".