

POLICY FOR RACIAL EQUALITY

Norfolk Primary School

Legal Duties

The school welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination

Aims of the Policy

- We believe everyone in our school is equal and should be treated fairly in life.
- We believe that everyone should have their culture and background treated positively and with respect.
- We have equally high expectations of all children within our school, regardless of background or culture, and aim to promote self worth through a whole school approach.
- We are aware that people in our society are discriminated against and treated as if they are worth less than others because of their race or culture and we will make every endeavour to ensure this does not happen in Norfolk Primary School.
- Dignity and respect play a key role in the way we deal with children throughout the school.
- We aim to eliminate any racial discrimination, foster equality of opportunity and promote good race relations.

This policy for racial equality applies to all members of the school community —students, staff, governors, parents, carers and visitors and the statement shall be all pervasive throughout the school and will inform our approach to the development of all other policy statements.

Definitions

The school is aware of the following definitions:

‘A racist incident is an incident, which is perceived to be racist by the victim or any other person. It may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion’

Racial Harassment is: 'Verbal or physical violence and/or behaviour towards individuals or groups on grounds of their colour, race, ethnic or national origin, religion or culture where the aggrieved believe the aggression was racially motivated, and/or there is evidence of racial motivation. Racial harassment includes attacks on property as well as people.' Brighton and Hove Racial Harassment Forum (RHF)

Links to other areas of the School

This policy is integral to all other documentation and activities throughout Norfolk Primary School.

- The integration of the race equality policy will slot into the practice throughout the school.
- All policies will show clearly the need to promote diversity.
- Our curricular and extra circular activities will be available to all pupils irrespective of background.

We will maintain a whole school ethos in all matters:

1. Admissions, transfers, curricular opportunities etc.
2. Monitoring, assessment and attendance
3. Raising levels of achievement
4. Planning and delivering the Curriculum
5. Rewards and discipline, including bullying and exclusion
6. Care guidance and support
7. Staff recruitment and selection, training and career development.
8. Parental and community involvement.

Promoting Race Equality and Good Relations

An awareness understanding and respect for different cultures and racial backgrounds will be deliberately built into our curriculum content and activities in order to promote and reflect diversity. We will do this through:

- Staff - will ensure resources, teaching materials and school information promote diversity and a positive image of different traditions.

- Activities –Pupils will have the opportunities to experience a range of cultural diversity.
- Literacy and Numeracy hour programmes will give children experience of a range of cultures and backgrounds.
- The curriculum will meet the need of pupils with English as an additional language.
- Traditions, festivals and customs of different cultures will be respected and celebrated. Provision will be made for religious observance.
- Global responsibilities, world development issues and interdependence will be an integral part of citizenship curriculum.
- We will take the opportunities to extend the understanding of other races cultures and traditions by involvement in activities like linking and fair trade whenever appropriate.
- We will seek to reflect our cultural diversity in our staff and our Governing Body.

Tackling Racial Discrimination

The school will uphold the current systems in place to ensure that racial discrimination is not a part of Norfolk Primary School.

- Action is prompt and open
- Bullying and inappropriate use of language is reported immediately.
- Students and staff must be treated with respect at all times.
- Preventing and dealing with discriminatory behaviour, abuse, intimidation or racial harassment will be regarded as the responsibility of all members of the school community.

Action Plan

- The strategies will be in place immediately.
- All staff are responsible for its implementation throughout the school and in their differing roles.
- The Governing Body will regularly review this policy and ensure that the contents of this policy are happening within the school.

Time Scale

The policy and its implementation will be reviewed in one year.

Responsibilities

The Headteacher is responsible for the implementation of this policy throughout the school, all teachers however must shoulder their own responsibilities within the school community.

A named Governor (Liz Hoyle) will be responsible for Race Equality throughout the school.

Breach of Responsibilities

It is our corporate responsibility to ensure full support and endorsement of the race equality policy.

- Any breach of policy will be considered a serious infringement and will be dealt with by senior management of the school.
- Incidents will be formally reported
- Pupils who feel they have been abused racially should report the incident immediately
- Pupils who have committed racial abuse or behaviour will be punished. This may involve exclusion.
- Discussion with parents/carers will always take place.

Support for students

Staff should provide appropriate support for the individual, which may include:

- listening attentively
- indicating they are pleased that the young person has been able to tell them
- remaining calm and reassuring
- accepting their language and terminology
- remembering that to confide in a member of staff may need considerable courage
- acknowledging the feelings of the young person
- showing they understand the difficulty in discussing the matter
- establishing whether the incident is part of a pattern
- reassuring while explaining the need to take the matter further

If the student is clear that they do not want any further action to be taken, the incident should nevertheless be reported and recorded.

We will ensure that parents/carers are aware of the incident and kept informed of the progress of any investigation.

Recording and Reporting Incidents

We will follow the CYPD guidelines and all incidents will be reported to either the named member of staff or Headteacher and they will ensure that the incident is logged.

The named senior member of staff and named governor will monitor all incidents half termly and any patterns or indications of systematic behaviour will be reported to the Headteacher and chair of governors.

We are committed to monitoring individual situations to outcome, to ensure that victims are protected and do not experience any recurrence of harassment.

Training

Opportunities for training and development activities will be positively encouraged for staff and Governors.

Review and Monitoring

The review will be annual with The Governing Body receiving regular reports in the implementation of the Racial Equality Policy as necessary.