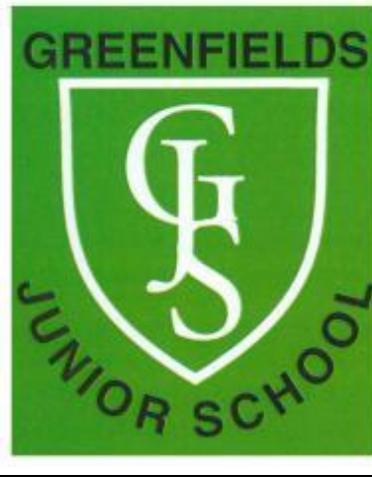


Greenfields Junior School



Race Equality Policy

Policy prepared	October 07
Policy approved	January 08
Policy reviewed	January 09
Reviewed	January 12
Reviewed	January 15
Next review	January 17
Annual - from 2012	

GREENFIELDS JUNIOR SCHOOL

Race Equality Policy

1. School context

Greenfields Junior School is situated in a village in Hampshire. The ethnic composition is predominantly white. It is important that the school takes a proactive and sensitive approach to the promotion of race equality.

2. Aims

The aims of this race equality build on the school's core values and ethos.

- preparing pupils for life in a diverse society and world
- respecting and valuing linguistic, cultural and religious diversity in the wider community
- develop pupils' sense of personal and cultural identity which is confident and open to change and receptive and respectful towards other identities
- meeting diverse needs of pupils
- ensuring that an inclusive ethos is established and maintained
- acknowledging the existence of racism and being proactive in tackling and eliminating racial discrimination
- making the school a place where everyone, irrespective of their race, colour, ethnic or national origin or their citizenship, feels welcome and valued
- ensuring that issues related to racism and racial equality are recognised across all areas of school activity
- ensuring that racial equality is an integral part of all planning and decision making within the school
- encouraging, supporting and helping all pupils and staff to reach their potential.

3. Leadership, management and governance

3.1 Commitments

- the school will be proactive in promoting racial equality, good race relations and tackling unlawful racial discrimination, i.e. through the curriculum and assemblies
- ensuring appropriate support for isolated pupils of different ethnic groups
- the school will work in partnership with others to tackle racial discrimination and establish, promote and disseminate good race equality practice
- we will encourage, support and enable all pupils and staff to reach their full potential
- the school seeks to create an environment which respects and values cultural, linguistic and religious differences.

3.2 Responsibilities

Specific Responsibilities

The Governing Body is responsible for ensuring that:

- the school fulfils its legal responsibilities
- the policy is (and its related procedures and strategies) are monitored and reviewed
- monitoring incidents of racist behaviour
- The Race Equality Policy is evaluated and updated as required

The Head Teacher is responsible for ensuring that:

- the policy is communicated and made readily available to staff, parents and guardians
- the policy is implemented
- staff are aware of their responsibilities
- staff are given appropriate training and support
- appropriate action is taken in cases of unlawful discrimination
- there is a member of staff responsible for coordinating work on racial discrimination and dealing with reported incidents of racism
- ensure children who are admitted to our school and their families are fully aware of our aims and objectives and undertake to support them
- if racist behaviour is identified as a child protection issue a referral must be made to Social Services

All staff are expected to:

- work proactively to promote equal opportunities and good race relations
- deal with racist incidents as they occur
- challenging inappropriate racist comments throughout the school and reporting all racist incidents
- be able to recognise and tackle racial bias and stereotyping
- incorporate principles of race equality and diversity into all aspects of their work
- value and provide appropriate support to pupils in their class for whom English is an additional language
- show sensitivity to the influence of their own cultural heritage and recognise where necessary the need for personal and professional development in the area of race relations

4. Policy, planning and review

We will ensure that the principles and procedures above feature in all policies and practices especially,

- *pupils' progress, attainment and assessment, including ethnic monitoring*
- *behaviour, discipline and exclusions*
- *pupils' personal development and pastoral care*

- *teaching and learning*
- *admissions and attendance*
- *the content of the curriculum*
- *staff recruitment and professional development*
- *partnerships with parents and communities.*

4.1 Implementing the policy

We will ensure the implementation of this policy through:

- Professional development and in-service training for teaching and support staff and training for the Governing Body
- Identification of resources to meet the needs of staff and Governor and pupils in appropriate ways
- The means by which the school's policies and procedures are made known to staff and also as appropriate to pupils parents and guardians

1. Audit

- Headteacher to report annually on race equality to FGB, based on feedback from staff and governor visits to assess the implementation of the policy

2. Awareness

- The core policy will be available to all staff and support staff

Where possible we will make use of additional resources available through LEA services provided under the Ethnic Minority Achievement Grant.

3. Monitoring and evaluation

The Leadership team will collect, study and use quantitative and qualitative data relating to the implementation of this policy and report to the Headteacher and governing body on e.g. exclusions, progress, attainment, sanctions and rewards.

The progress and targets of ethnic minority pupils/students will be monitored on a termly basis.

School self reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making.

Results of reviews, monitoring and assessments will be made available to parents and the community through the annual report to parents.

BREACHES OF THE POLICY

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the relevant school policy.

RACIST INCIDENTS

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management group.

We will monitor and report on the number of racist incidents on a regular basis. Where children are involved in this behaviour parents will always be informed. Staff involved in racist incidents will be subject to disciplinary measures (see Hampshire County Council Personnel Manual)