

# **Great Orton Primary School**

## **Racial Equality Policy**

**This policy was reviewed by the Head / Chair of Governors**

**It was agreed and ratified by the Head / Governing Body on:**

**Date: 9<sup>th</sup> July 2018**

**Head: J Robertson**

**Chair of Governors: L Thorp**

**Review Date: July 2021**

## **A Race Equality Policy**

**Great Orton Primary School is committed to an inclusive ethos based on respect for and celebration of ethnic and cultural ethnicity. The school strives to prepare pupils for life in a multi-cultural and multi ethnic society.**

**Cultural and ethnic diversity is valued within our curriculum, the governing body, the school workforce, and with the pupils and families.**

**We accept the definition of racism and institutional racism as:**

***RACISM – conduct or words that either advantage or disadvantages people on the basis of their colour, culture or ethnic origin.***

***INSTITUTIONAL RACISM – collective failure of an organization / school to offer an appropriate and effective service to people on the basis of colour, culture or ethnic origin.***

### **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 are because of their race or culture and we will make every endeavour to ensure this does not happen in Great Orton 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.

## **Links to other areas of the School**

All school policies have an explicit aim of promoting race equality and are reviewed in terms of their contribution and effectiveness in meeting those aims.

This Racial Equality policy is integral to all other documentation and activities throughout Great Orton 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 curricular 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.

## **Curriculum**

Great Orton Primary strives to provide a broad, balanced curriculum for pupils, accepting the three principles in the statutory Inclusion Statement from the National Curriculum:

- . Setting suitable learning challenges for all pupils.
- . Responding to pupils diverse learning needs.
- . Overcoming potential barriers to learning and assessment for pupils.

We recognize that citizenship presents opportunities for encouraging respect for diversity.

## **Teaching & Learning**

At Great Orton Primary School we strive to ensure teaching and learning styles include and raise pupil attainment.

We ensure assessment methods are culturally neutral and will not disadvantage pupils for whom English is a second language.

Staff will seek opportunities to promote activities which demonstrate the value of other cultures and support pupils in discussing racial equality.

## **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 – 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 Great Orton 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.

## **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.

The Governor responsible for Race Equality throughout the school is Maureen Temple

The school will keep a record of any racist incident in a secure file in the Head's Office.

Staff are made aware of what constitutes a racial incident on a regular basis and will write a report should they directly witness said incident or they are the first responder.

### **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.

### **Training**

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

### **Monitoring**

Commitment through:

- . Admission Policy
- . Attainment in curriculum area's
- . Attendance
- . Racist Incidents / Action taken
- . Staff recruitment
- . Staff development
- . Disciplinary sanctions
- . Extra-curricular events
- . Monitoring by Governing Body