

Oakham C.E. Primary School

The Parks School

Equality Policy

Date	October 2019
Approved by Executive Headteacher	Stephen Cox
Approved by Chair of Governors	Stewart Needham
Review Date	October 2021

Equality Policy

Oakham Church of England Primary School The Parks School

1. Aims of this policy

- This policy supports the aims of the school in that it seeks to promote the welfare of all pupils and their academic achievement, regardless of their ethnic background.
- This policy seeks to set out how the school will respond to incidents of racism, offering appropriate support to pupils, parents and carers within the school community.
- The policy will also clarify the support given to minority ethnic members of staff.
- The policy aims to meet the requirements of the Race Relations (Amendment) Act 2000 or subsequent versions thereof.

2. Statement concerning racism

Racism is defined by the school as:

Attitudes and actions directed against a person by virtue of the fact of their colour, culture and/or ethnicity in such a way as to hurt another or to engage in stereotyping.

A racial incident is any incident regarded as such by the victim or anyone else. Under recent legislation it is no longer appropriate for such allegations to be dismissed because the incident is judged by the school not to be racially motivated.

The school believes that racism is wrong and it will not tolerate racist attitudes among its staff, pupils or those who visit the school. Staff, when they encounter it or when it is brought to their attention, will always challenge racist attitudes and behaviour. The school will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

3. Statement about positive multi-cultural and anti-racist education

The school, through its curriculum, seeks to recognise the multi-cultural nature of Britain in the 21st century. The school regards a multi-cultural society as a positive feature of modern Britain, one that celebrates a rich cultural diversity. As part of the specific PSHE and Citizenship entitlement for all pupils we will be working on building in a focus on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

4. Combating racism – behaviour management

The school's Behaviour Management Policy and Anti-bullying Strategy will directly cover racism and racist attitudes when it is reviewed. Nevertheless, the school recognises that racist attitudes and bullying often go on unreported.

The class teacher will monitor minority ethnic pupils, with any incidents being reported to the school's senior management immediately for appropriate action. Where it can be established that an incident had a racist element the school will ensure that it lets all concerned know that it will not tolerate racism.

5. Combating racism – public statements

The school will make known its commitment to combating racism in the following ways:

- When it is next updated the school's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes, either exhibited by staff, pupils or parents.
- Each year the Governing Body will include a statement in its annual report concerning racism and will indicate if incidents have happened and how they were dealt with.

6. Monitoring minority ethnic pupils' achievement

The school has a very small number of minority ethnic pupils and recognises that the group is statistically too small to make judgements about their attainment as a whole. Therefore, the school will track individual minority ethnic pupils using SATs and optional SATs data to measure progress against that expected for all pupils in the school. Where concerns about the progress of minority ethnic pupils arise the school will seek the most appropriate intervention in consultation with parents.

Teachers will be alert of early signs of disaffection or a drop in attainment or progress. When this happens the senior management team will be alerted and an intervention will be put in place to ensure that progress is resumed and attainment is at the level expected.

The school will assess all minority ethnic pupils for their proficiency in English. Where support is needed the school will seek appropriate assistance and support.

As part of the annual review the Executive Head Teacher will report to the Governing Body on the attainment of minority ethnic pupils, putting it into the context of the needs of the individual pupils concerned at least on an annual basis.

7. Working with parents

The school will take positive measures to support parents of minority ethnic pupils.

- At parent consultation evenings the class teacher will enquire if there have been issue picked up by the family and not reported to the school. If there is evidence that a pupil is experiencing racism at school but not reporting it to teachers, action will be taken and parents will be informed of the action taken in the light of the information given.
- If the behaviour of a minority ethnic pupil changes significantly then the parents will be contacted. The teacher will seek to establish whether the behaviour change is a result of racism, either in school or in the wider community. If there is evidence that there is racism that is affecting the behaviour change the school will act accordingly as set out in the policy above. Parents will be notified of any action taken by the school.

Should there be a language barrier for the parents the school will contact the LEA to solicit support.

8. School Visits

The school recognises that many of its pupils have little contact with racial minorities and therefore:

- When going on trips pupils will be reminded of their responsibility to act appropriately. The issue of living in a multi-cultural society will be brought up and pupils reminded of the diverse nature of our society and the importance of celebrating and respecting the culture of others. The School has links to the Swaminarayan Mandir Hindu Temple, Gypsy Lane, Leicester.

9. Exclusions

Where the behaviour of minority ethnic pupils becomes problematic and may lead to exclusion the following steps will be taken:

- Parents will be invited to the school to discuss the issues and a strategy for inclusion will be produced.
- The Equality and Diversity Team will be involved and will be asked advice on issues relating to the ethnic and cultural needs of the particular pupil and how that might impact on behaviour and behaviour management. The school will contact the appropriate support services as deemed necessary by the Head Teacher.

The school will work in accordance with its own policies and statutory guidance for school exclusion found on gov.uk

10. Minority ethnic teachers

The school welcomes applications from all qualified teachers irrespective of race, ethnicity, gender or sexuality for posts advertised by the Governors. When teachers from ethnic minorities are appointed they will have the opportunity for minority ethnic mentoring. The Head Teacher will seek details of mentoring available in County as and when necessary by contacting the appropriate Officer who has responsibility for diversity issues.

The Head Teacher will speak to minority ethnic teachers about the issue of race as part of an annual review.

Minority ethnic teachers have the right to access the additional support mechanisms provided by Rutland County Council (RCC) as employers and the school will provide a copy of RCCs Race Equality Policy as part of their induction as a teacher. RCC provides a confidential service through the Educational Personnel Department for minority ethnic teachers who are experiencing difficulties as a result of racism and racial discrimination.

11. Reporting, monitoring and evaluation

The Executive Head Teacher will monitor the effectiveness of the policy on an annual basis. This will be done in the following ways:

- Monitoring the number of incidents with a racial element.
- Monitoring the effect of any PSHE/Citizenship module that has had a focus on celebrating other cultures, valuing diversity and encouraging positive attitudes to other races and belief systems.
- Talking with the parents of minority ethnic pupils to ensure they are happy with the workings of the school's policy.
- Talking with minority ethnic pupils to ask them how they feel the policy is working.
- Talking with minority ethnic members of staff on the workings of the policy.
- Monitoring through dialogue the feelings of minority ethnic pupils, parents and staff.

A report to the Governors will be made annually on the effectiveness of the policy and amendments made where necessary. All policies are available, on request, to parents.

All racially motivated incidents will be recorded and reported to the LEA as they occur on the appropriate form.

Where it is felt that Police involvement is required the advice of our named Police Liaison Officer will be sought as to the course of action to take.

12. Policy review

This policy will be reviewed annually. The Governing Body will undertake the policy review as it recognises that it is a statutory responsibility and not that of the Executive Head Teacher or staff to do so.