

 Alfred Street Junior School	Page 1 of 4
	Issued: September 2018
Equality Policy	Review date: September 2020
	Supersedes: July 2016
APPROVAL BY	FULL GOVERNING BODY /HEADTEACHER

1. Aims

This policy is based on the aims of Alfred Street Junior School as detailed below. The specific aims of this policy are to:

- Eliminate racial discrimination.
- Promote equal opportunities and good race relations in all areas of school life.

Aims of the school

- *To provide a happy, caring, safe and secure learning environment in which each child and member of staff may develop to their full potential and where they may have the confidence to express themselves freely.*
- *To raise standards of school achievement by setting targets, and monitoring and evaluating attainment.*
- *To provide high quality teaching, focused on the prior achievements and learning needs of the children.*
- *To provide a broad and balanced curriculum ensuring that equal opportunities are given to all children regardless of culture, religion, sex or ability.*
- *To recognise and value each individual's contribution to the life of our school. Tolerance, understanding and concern for each other, the immediate and global environment, are to be fostered and encouraged.*
- *To extend and improve our community relationships and to develop strong and meaningful links with our school cluster group.*
- *To be an inclusive community, providing for the needs of all our pupils and preparing them for life in twenty-first century society.*

2. Leadership and management

Commitments

We are committed to:

- actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- encouraging, supporting, and helping all pupils and staff to reach their potential;
- working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice; and

We consider the following behaviour to be inappropriate in our society and unacceptable in our school:

- Any form of abuse, physical, verbal or written.
- Intimidation of a racist nature.
- The possession and/or distribution of racist literature and the wearing of inflammatory badges.
- Graffiti of a racist nature.
- Refusal to work, play or co-operate with others or an exclusion from activities on grounds of ethnicity.

We will support the victims of racist incidents by:

- Treating them with sensitivity and helping them to realize that negative responses to their appearance or language are not due to their shortcomings.
- Helping pupils to settle any non-racial part of their argument.
- Talking to the pupils to find out how much of the behaviour they understand.
- Dealing with complaints promptly and supportively, involving parents where appropriate.
- Explaining what action is being taken.

We will deal with perpetrators of racist incidents by:

- Ensuring that they understand that racist behaviour is unacceptable.
- Giving an appropriate sanction (see Behaviour Policy), involving parents where appropriate.
- Ensuring that all staff are aware that an act of racial discrimination or harassment carried out by a member of staff is a matter of professional misconduct.
- Recording and passing on details of any racial harassment or racist incident that may occur, using appropriate forms and informing parents.

Responsibilities

A - Governing Body

The Governors are responsible for:

- making sure the school complies with the Race Relations (Amendment) Act 2000 (the Act); and
- making sure the race equality policy and its procedures are followed.

B - Head Teacher

The Head Teacher is responsible for:

- making sure the race equality policy is readily available and that the Governors, staff, pupils, and their parents and guardians know about it;
- making sure the race equality policy and its procedures are followed;
- producing regular information for staff and Governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of racial harassment and racial discrimination.

C All staff

All staff are responsible for:

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

3. Specific Duties

The school has specific duties under The Act as detailed below.

Planning and developing policy

- In developing school policies the implications for race equality will be considered.
- The effect of this race equality policy will be assessed through an annual review.

Ethnic monitoring

- Ethnic data related to pupils' attainment, progress and behaviour will be collected as an integral part of annual assessment procedures.
- Where appropriate, targets will be set.

Assessing and reviewing policies

- Policies relevant to race equality will be reviewed on a regular basis. Their effectiveness in tackling unlawful racial discrimination, and promoting equal opportunities and good race relations will be assessed. (See appendix 1)
- The results of such reviews will be considered when making amendments to those policies.
- The results of such reviews will be considered when making amendments to the race equality policy.

Publishing the results of monitoring

- Where appropriate, the results of monitoring will be published in the Governors' annual report to parents.
- Any reporting that takes place will not identify individuals.

4. Putting the Race Equality Policy into practice

- The Head Teacher and Governors will review the policy bi-annually.
- Where appropriate, training and support will be provided for staff and Governors.
- The policy will be given to all staff and Governors and will be available to parents through the school office.

Appendix 1

Questions to consider when assessing the policy:

1. Is the school making sure that the policy is not having an adverse impact on pupils, staff or parents from some racial groups?
2. Does the policy include aims and do these lead to action to deal with differences in attainment between racial groups?
3. What is the school doing to raise standards and promote equality of opportunity for pupils who seem to be underachieving and who may need extra support?
4. What is the school doing to:
 - Prepare pupils for life in a multi-ethnic society?
 - Promote racial equality and harmony in school, in the local community; and
 - Prevent or deal with racism?
5. Is the action taken by the school appropriate and effective?
6. What changes does the school need to make to aims, targets and strategies?

What information could be used?

- Collecting and analysing relevant monitoring data;
- Talking to pupils, parents and staff;
- Carrying out surveys.

Monitoring policies

What should you monitor?

Pupils' attainment should be monitored. Other data should be examined such as:

- Exclusion;
- Racial harassment;
- Curriculum, teaching and learning;
- Punishment and reward;
- Support, advice and guidance;
- Parents and guardians involvement in school.

The following monitoring methods could be used:

- Satisfaction surveys;
- One-to-one interviews;
- Classroom discussion;
- Feedback exercises on questions such as learning styles and relations between teachers and pupils.

You could also monitor the following by racial group:

- Attendance at meetings or other events
- Membership of the governing body or PTA