



## HOMELANDS PRIMARY SCHOOL

# RACE EQUALITY POLICY

ADOPTED BY THE STAFFING COMMITTEE ON.....03.07.06.....

REVIEWED.....19.10.10.....

REVIEWED.....25.02.14.....

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## **Introduction**

Homelands Primary School is situated in Torbay and currently has few pupils from minority ethnic backgrounds and few pupils who have English as an additional language. However, we are strongly aware that we need to develop in our children positive attitudes towards diversity and prepare them for life in a multicultural Britain.

## **Aims**

At Homelands School we are committed to:

- Providing a caring environment for all
- Providing good relations between members of different racial, cultural and religious groups
- Valuing diversity
- Extending awareness of diversity
- Tackling and eliminating unlawful racial discrimination
- Supporting potentially vulnerable children

In fulfilling our legal duties we are guided by our belief that all pupils irrespective of need, ability, race or religion should have the opportunity to reach the highest possible standards.

## **Responsibilities**

All members of the school community have a responsibility to comply with this policy and behave in a manner which respects and values racial, cultural and linguistic diversity.

The Governing Body is responsible for ensuring that:

- The school fulfils its legal responsibilities
- The policy and its related procedures and strategies are implemented, monitored and reviewed

The Headteacher is responsible for ensuring that:

- The policy is accessible to staff and parents via electronic means and hardcopies
- The policy is implemented
- Staff are aware of their responsibilities
- Incidents of discrimination are monitored and reported in line with Torbay LA's guidelines.

All staff are expected to:

- Deal with racist incidents that may occur
- Be able to recognise and tackle racial bias and stereotyping
- Promote good race relations
- Provide opportunities to raise awareness of diversity and promote positive images of other cultures.
- Provide appropriate support to pupils in their class for whom English is an additional language.

All Visitors are expected to:

- Comply with the school's Race Equality Policy

## **Policy, planning and review**

We will ensure that the principles and procedures listed above previously to the full range of our policies and practices, including those that are concerned with:

- Pupils' progress, attainment and assessment
- 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

We will promote equality in the Equal Opportunities Policy and challenge racism in a wide range of ways including:

- Developing opportunities to celebrate the richness and diversity of different cultures.
- Dealing with issues of prejudice through assemblies and Personal, Social and Health Education
- Celebrating pupil achievement
- Challenging inappropriate racist comments throughout the school
- Reporting all racist incidents
- Eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible

## **Implementing the policy**

This will include:

- Professional development and in-service training for teaching staff and support staff and training for the governing body
- Identification of resources to meet the needs of staff, governors and pupils in appropriate ways
- The means by which the school's policy and procedures are made known to staff and governors and also, as appropriate, to pupils, parents and guardians
- Incidences of racist language are recorded and monitored in the Behaviour Log

## **In addition the school will:**

- Monitor racist incidents, take appropriate preventative action and provide support and report such incidents to the LA
- Review this policy on a regular basis

## **Breaches of the policy**

All racist incidents will be regarded as a serious matter. Any example of racism by a member of staff will be treated as a serious disciplinary matter and dealt with in accordance with the school's personnel procedures. Any racist incident involving children will be dealt with in line with our Behaviour Policy

