

Norton Free CE Primary School
Race Equality Policy (Revised 2024)

Racist behaviour and other discriminatory behaviour is unacceptable and damaging to everyone. Our policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors. We will not tolerate such behaviour at Norton Free C of E Primary School and any racial incidents will be taken very seriously.

Introduction

Norton Free Church of England Primary School is a one form entry primary school of 215 pupils. Pupils come from a range of social backgrounds and nearly half of the children come from outside its catchment area. Almost all of our pupils are from White British backgrounds. Recognising this fact, the school works to actively promote racial equality. We do this by building upon the core values and ethos of the whole school community. Every school is responsible for educating children and young people who live and work in a country which is diverse in terms of culture, faith, ethnicity and social background and we will challenge discrimination and stereotyping. This policy promotes our statutory duty to eliminate racial discrimination, promote race equality and good race relations in all that we do. As such, it is an integral part of our school life.

Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The governors will develop their knowledge and understanding of race equality.

It will be the responsibility of the head teacher to ensure that our Race Equality Policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The head teacher will ensure that appropriate action is taken in the event that this policy is not complied with (See flow chart). All staff have a responsibility for ensuring that the policy is implemented fully.

Racism/racial harassment:

A racist incident is any incident which is perceived to be racist by the victim or any other person. The school will fulfil its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the Governing Body and the LA. 'Guidelines and Procedures for Dealing with and Reporting Racist Incidents in Schools'.)

There are school rules prohibiting the following acts, whether this happens in the playground, corridors or toilets or on the journey to and from school, leaders will implement our policies and procedures following:

- Racial Harrassment (definition below)
- Derogatory name-calling, insults, racist jokes and language
- Verbal abuse and threats
- Physical assaults
- Racist Graffiti
- Name calling

- Ridicule based on difference of colour, race, ethnicity, nationality, culture, religion or language
- Refusal to co-operate with others because of any of the above differences
- Stereotyping on the basis of colour, race, ethnicity, etc.
- Racist comments
- Written abuse
- Damage to property
- Incitement of others to act in a racist manner

Our definition of racial harassment is - 'Verbal or physical violence which includes attacks on property as well as on the person, which is suffered by individuals or groups because of their colour, race, nationality and ethnic or national origins, and where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism.'

No incident, that is or appears to be racially motivated, will go unchallenged and every member of staff has a responsibility to act. They should make explicit that any racist behaviour is unacceptable and contravenes the school's policy, culture and ethos. Responsibilities will include the monitoring and reporting of racist incidents to the headteacher, governing body and the LA where appropriate. The governors expect that all staff will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom. Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

Racial harassment or any form of racist behaviour from any member of staff towards any pupil, young person, parent or another member of staff will not be tolerated, and will be dealt with as a serious breach of the school's disciplinary procedure. When members of staff are found to have committed misconduct involving racial harassment, they will face disciplinary sanctions up to and including dismissal.

How the school will fulfil its commitment to race equality?

The school will fulfil its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships. It will do this by ensuring that all staff, pupils and parents are treated with **respect** and **dignity**.

Curriculum/teaching and learning:

The school will fulfil its commitment to race equality by ensuring that:

- the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity. This will happen throughout the curriculum, throughout the school year.
- planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.
- learning environments are created where all pupils can contribute fully and feel valued.
- resources in all areas of the curriculum promote an understanding of racial and cultural diversity and will include role models from different ethnic and National origins.

The school will fulfil its commitment to race equality by having procedures to monitor attainment and achievement by racial groups in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.

Attendance:

The school will fulfil its commitment to race equality by monitoring pupil attendance by racial group and by using the data to develop strategies to address poor attendance.

Behaviour/discipline/exclusion:

The school will fulfil its commitment to race equality by monitoring pupil behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

Staff recruitment and career development:

The school will fulfil its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LA to allow it to fulfil its specific duty under the Act.

Community/parental consultation:

The school will fulfil its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity. The school has an Equality Governor who meets regularly with the headteacher.

Membership of the governing body:

The school will fulfil its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.

Professional development of all staff:

The school will fulfil its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

Implementation:

The school's development/improvement planning process will be the main vehicle for implementing the policy. The process for implementation is as follows:

- disseminating this policy
- building race equality impact questions into all policy and planning processes

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff through data analysis as well as questionnaires.

Flow Chart of the process.

