



King David Primary School

Race Equality Policy

1. Aims and Values

King David School fully acknowledges its role in preparing pupils for adult life in a society that is culturally and ethnically diverse. It welcomes its duties under the Race Relations (Amendment) Act 2000. These duties reflect our core aims and values.

We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful racial discrimination

In fulfilling our legal duties listed above, we are guided by three essential principles:

- every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their lives and education
- every pupil should be helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities
- every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

2. Leadership and Management

King David School is committed to:

- promoting good race relations, equal opportunities and tackling unlawful racial discrimination
- encouraging, supporting and helping all pupils and staff to reach their potential
- ensuring appropriate support for isolated and potentially marginalised pupils of different racial, cultural and religious groups
- working with parents and guardians, and with the wider community, to challenge and eliminate racial discrimination and to follow and promote good practice.
- creating an environment which respects and values cultural, linguistic and religious differences

All members of the school community have a responsibility to comply with this policy and its procedures 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, and
- this policy and its related procedures and strategies are implemented, monitored and reviewed.

Governors

As a result of the Education Reform Act 1988, school and college governors have increased responsibilities for educational provision in their institutions. These will include:

- employment
- admissions

- exclusions
- resource allocation
- implementation of the national curriculum.

Many sections of this code will therefore be of particular relevance to governing bodies in ensuring that they discharge their responsibilities without racial discrimination.

The Headteacher is responsible for ensuring that:

- this policy is communicated and made readily available to staff, parents and guardians
- the policy is implemented
- staff are aware of their responsibilities
- staff are given appropriate training and support
- appropriate action is taken in any cases of unlawful discrimination
- there is a member of staff responsible for co-ordinating work on racial equality and dealing with reported incidents of racism
- all reports of racist incidents are dealt with

All staff are expected to:

- deal with racist incidents that may occur
- be able to recognise and tackle racial bias and stereotyping
- promote equal opportunities and good race relations
- incorporate principles of race equality and diversity into all aspects of their work
- provide appropriate support to pupils in their class for whom English is an Additional Language

Visitors and contractors will be made aware of and expected to comply with the school's race equality policy

3. Policy, planning and review

We will ensure that the principles and procedures listed above apply 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 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, Citizenship 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

4. Implementing the policy

To ensure implementation of this policy, the school will use a range of strategies, which may 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.
- carry out race equality audits, including consultation, to assess the implementation of the policy
- use qualitative and quantitative data to monitor the attainment and progress of ethnic minority pupils, and to set targets
- monitor racist incidents, take appropriate preventative action and provide support, and report such incidents to the Local Authority
- review this policy regularly (every three years).

5. Breaches of the policy

All racist incidents will be regarded as a serious matter. Sanctions for pupils will be set out in the school's Behaviour Policy. 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.