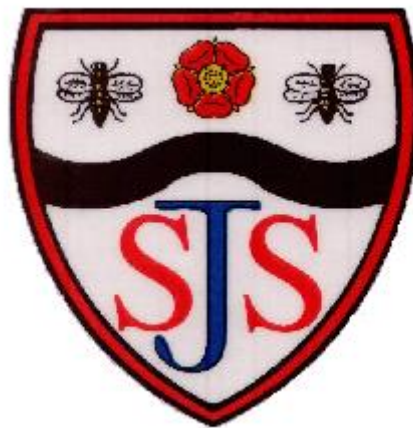


# Shadsworth Junior School

## Race Equality Policy



**Approved by:**

Jackie Gallagher

**Date:**

**Last reviewed on:**

Summer 2017

**Next review due by:**

Summer 2019

# **Shadsworth Junior School**

## **Race Equality Policy.**

This policy applies to all governors, staff, pupils, parents & visitors to school, including all contractors.

### **Background:**

Shadsworth Juniors serves a very deprived area. Nearly a quarter of pupils are eligible for free school meals. Approximately 50% of pupils have special educational needs. 7 of these pupils have statements of special educational needs or are in receipt of an I.P.R.A. The majority of pupils with special educational needs have moderate learning difficulties, specific learning difficulties or emotional & behavioural difficulties. There is a very small minority of children who come from an EAL background. The Shadsworth community is essentially an area which is not the most tolerant of different cultures.

### **What kind of school are we ?**

At Shadsworth, we value the individuality of those within the Shadsworth school community & provide equal opportunities for all to succeed. We also seek to develop respect, understanding & tolerance between all members of our school community.

Our mission statement clearly shows that every one in the Shadsworth community is considered a valued & important member regardless of ethnic group, gender, ability, social background, political or religious beliefs.

Difference is applauded and celebrated.

### **Aims of the Race Equality Policy :**

- ❖ That Shadsworth's race equality policy will build upon the Mission Statement, core values & ethos of the whole school community.
- ❖ That we at Shadsworth Junior will not tolerate any form of racial discrimination.
- ❖ Shadsworth school will not tolerate any form of racist behaviour.
- ❖ As a school we will actively promote race equality & good race relations in all that we do.
- ❖ That we will make this policy an integral part of our school life.

### **Leadership, Management and Governance :**

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

It will be the responsibility of the headteacher to ensure that this policy is successfully implemented & that all those who work in the school understand what they are to do & have appropriate training & support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with.

Mr Kelly is the member of the senior management team with designated responsibility for race equality. Responsibilities will include the monitoring & reporting of racist incidents to the governing body & the LEA.

All the staff have a responsibility for ensuring that the policy is implemented fully. The governors expect that all the staff will know how to recognise & deal with racist incidents, & to challenge racial bias & stereotyping, both inside & outside the classroom.

Teaching staff have a central role in promoting race equality. The effectiveness of policies will be judged by how successfully they encourage, support & enable all pupils to reach their full potential ; by how they ensure that all ethnic groups have full access to the curriculum & by how they promote race equality through teaching & learning, the curriculum & the quality of pastoral care & guidance.

### **How the school will fulfil its commitment to race equality :**

#### **Ethos :**

The school will fulfil its commitment to race equality by promoting an atmosphere of mutual respect & trust among all members of the school community.

#### **Racism / Racial Harassment :**

The school will deal firmly, consistently & effectively with racist incidents, harassment & bullying. All such incidents will be recorded, investigated & reported to the LEA according to their guidelines.

#### **Curriculum / Teaching & Learning :**

The school will ensure that there is equality of access to the curriculum & that the curriculum incorporates the principles of race equality & promotes knowledge & understanding of, & positive attitudes towards diversity.

All teachers' planning & delivery will take account of cultural diversity. Wherever possible we will challenge stereotypes. The school will create learning environments where all pupils can contribute fully & feel valued. Resources in all areas of the curriculum will reflect our culturally diverse community.

#### **Achievement / Attainment / Assessment / Progress :**

The school will ensure that there are procedures to monitor attainment & achievement by racial group in order to identify & respond to trends & patterns. The school will strive to maintain equally high expectations of all pupils.

**Attendance :**

The school will monitor pupil attendance by ethnic group where applicable & use the data to develop strategies to address poor attendance.

**Behaviour / Discipline / Exclusion :**

The school will monitor pupil behaviour & exclusions by ethnic group & use the data to ensure that procedures are applied fairly & equitably to all pupils.

**Staff Recruitment / Career Development :**

The school will continually monitor & evaluate employment practices. It will report to the LA appropriately to allow it to fulfil its specific duty under the Act.

**Community / Parental Consultation :**

Shadsworth school will work in partnership with parents & the community to develop positive attitudes towards ethnic diversity.

**Membership of the Governing Body :**

The school will strive to ensure that membership of the governing body reflects the community it serves.

**Professional Development of all Staff :**

We will ensure equality of access to professional development & training for all staff. This will be monitored by ethnic group & reported as appropriate.

**Implementation of the Race Equality Policy :**

The school's development planning process & self evaluation procedures will be the main vehicle for implementing this policy. The school's data analysis strategies in terms of attainment will also play an important role.

**The process for implementation is as follows :**

1. Dissemination of this policy - Governors meetings, staff meetings etc.
2. Production & dissemination of a race equality action plan.
3. Building race equality impact questions into all policy & planning processes.
4. Developing a training strategy for all staff & governors.

**The school will monitor the implementation of the policy & evaluate its impact on pupils, parents & staff by :**

1. By collecting & analysing data & other information.
2. Checking progress against action plan.

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3. Consulting with parents & the school community.
4. Reporting regularly to the timetable identified in the action plan.