



# Race Equality Policy

January 2016

COTTERIDGE PRIMARY SCHOOL

## **Cotteridge Primary School Race Equality Policy**

**Cotteridge School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

This policy is for the pupils, parents, staff, governors and associated community of Cotteridge Junior & Infants School. It should be read alongside other school policies.

### **Legislative Context**

This race equality policy enables our school to meet our statutory obligations under the Race Relations Amendment Act 2000. Through this policy, the school is working in line with the Commission for Racial Equality Standards "Learning for All" (2000) and working towards meeting the recommendations of the Stephen Lawrence Inquiry (2000).

### **Equal Opportunities Statement**

At Cotteridge Primary School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regards to gender, ethnicity, cultural and religious background, sexuality or disability.

### **Aims**

This policy sets out our commitment to tackling racial discrimination and promoting equality and good relation, and explains what this means for the whole school community.

### **Procedure**

This school actively promotes race equality and opposes racism in all its forms and fosters positive attitudes and commitment to an education for equality.

We aim to achieve this by:

- Treating all those within the whole school community as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- Creating a school ethos within our school which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encourage everyone within our school community to gain a positive self image and high esteem.
- Having high expectations of everyone involved with the whole school
- Promoting mutual respect and valuing others similarities and differences and facing equality issues openly.
- Identifying and removing all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all we do.

### **Roles and responsibilities**

This race equality policy outlines the roles and responsibilities of everyone involved and connected with the school, so that each individual knows what is expected of them.

Promoting race equality and raising the achievement of minority ethnic pupils is the responsibility of the whole school staff, including support staff. An introduction to this race equality policy will be included in the induction arrangements for all new staff to the school. School induction procedures will highlight the duties implied by this policy in the same way that child protection, health and safety and behaviour policies form part of the induction process.

#### **Governors**

The Governing Body of the school has agreed this policy and will assess and monitor the impact by reviewing and monitoring the implementation of the policy and giving progress reports to full governors through committee minutes. The head teacher will report racist incidents to the governing body and local authority termly.

#### **Head teacher and Senior Leadership Team (SLT)**

The head teacher and SLT will demonstrate through their personal leadership the importance of this policy. They will ensure that all staff are aware of the policy and understand their roles and responsibilities in relation to this policy as part of the head teacher's role.

#### Curriculum leaders

All curriculum leaders will be responsible for reviewing and monitoring curriculum policies and planning in their own subject areas to ensure that race equality is being promoted.

#### Teachers

Teachers will familiarise themselves with this policy and know what their responsibilities are to ensure that the action plan is implemented. They will know the implications of the policy for their planning, teaching and learning strategies as well as for behaviour issues.

Support staff (including administration, ancillary and supervisory) All staff will familiarise themselves with this policy and know what their responsibilities are in ensuring that it is implemented.

#### Pupils

Pupils are regularly given the opportunity to express their opinions and these will contribute to the implementation of the race equality policy. Through our programme of PATHS they will learn to treat each other with respect and report incidents of a racial nature to an adult.

#### **Complaints procedure**

If anyone in the school feels that this policy is not being followed then they should raise the matter with the head teacher who will facilitate the appropriate action, which may include an investigation and report on the issue. If there is a formal complaint then the school's complaint procedure will be used.

#### **Incidents**

A record of racist incidents is kept and reported to the Local Authority and Governing Body.

#### **Review**

Date policy adopted by Governing Body: **18<sup>th</sup> January 2016**

Date of review: **January 2018**