



Race Equality Policy

November 2020

MARSHGATE PRIMARY SCHOOL

RACE EQUALITY POLICY

Marshgate Primary School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to:

“Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.”

This policy builds on the Richmond Local Education Authorities Race Equality Guidelines.

All other school policies and practices will be underpinned by and strictly adhere to the principles outlined within this policy.

All visitors and contractors are expected to adhere to this policy.

In line with the general duty we will have due regard to the need to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between persons of different racial groups

Our Race Equality Statement

Marshgate Primary School strives to ensure that the culture and ethos of the school is such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Pupils will be provided with the opportunity to experience, understand and celebrate diversity.

At Marshgate Primary School we have high expectations of pupils and staff in all areas of our school life and as such behaviour which is contrary to our school aims will always be challenged. This will include racial harassment of any kind.

We Recognise:

- The inclusive nature of the National Curriculum 2014 and the opportunities Citizenship presents for encouraging ‘respect for diversity’.
- The importance of celebrating festivals from diverse faiths.

MARSHGATE PRIMARY SCHOOL RACE EQUALITY POLICY

- Those minority ethnic groups include Travellers, Refugees and Asylum-seekers and less visible minority groups e.g. Irish.
- The important contribution immigrants and their descendants have made to Britain.
- The importance of Global Citizenship
- The importance of strong home/school and wider community links.

Our duty under the Race Relations (Amendment Act 2000) is to promote race equality actively. In line with the general duty we will have due regard to the need: to eliminate unlawful racial discrimination; to promote equality of opportunity; and to promote good relations between persons of different racial groups.

- The recommendations of the inquiry into the death of Stephen Lawrence:

"That Local Education Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism"
(Recommendation 68)

The Definition of Institutional Racism is:

"the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantage minority ethnic people."

A Racist Incident is,

"any incident which is perceived to be racist by the victim or any other person."

In order to Ensure Race Equality

Building on the work we already have in place:-

1. The Race Equality policy will be reviewed regularly by the Headteacher and the Governing Body.

MARSHGATE PRIMARY SCHOOL RACE EQUALITY POLICY

2. Race equality will be built into the school's self review through the SIP, Action plans, SSE and through data analysis.
3. We will continue to monitor all aspects of our work with special attention to pupil progress. We will monitor the extent of pupil and parental involvement in broader aspects of school life.
4. Work of the school will be open to scrutiny by the LA, Governing Body and parents through action plans and school progress reports.
5. Pupil performance by ethnicity will be closely analysed. Tracking, monitoring, target setting and support will follow monitoring.
6. All staff and pupils will be inducted as to the school's aims.
7. All staff, including support and ancillary staff, are responsible for upholding the policy. They will have access to the policy and will be informed if changes are made. The policy will be reviewed annually in consultation with all staff. Staff training will be audited by the Head Teacher and governors.
8. We acknowledge and respect religious and cultural differences in dress. Adaptations to the school uniform to conform to these may be made as long as regard is made to the school colours.
9. All names will be pronounced properly. The parents preferred pronunciation is recorded in the appropriate section on the admission form.
10. All breaches in standards of behaviour will be dealt with **proactively** by staff and/or the headteacher as appropriate and this will include dealing with racist incidents. **Racism will always be openly challenged.**
11. The school will aspire to ensure that the governing body and staff team reflects the broader community.

The Headteacher has the overall responsibility for ensuring that the policy, the general duty and the school's aims are followed.

The Headteacher is responsible for:

- Ensuring that the race equality policy is available and that governors, staff, pupils, parents and carers know about it
- Ensuring that the procedures are followed
- Ensuring that staff and governors are updated on the impact and effectiveness of the policy

MARSHGATE PRIMARY SCHOOL RACE EQUALITY POLICY

- Ensuring that all staff are aware of their responsibilities and that training is made available to all staff.
- Ensuring that appropriate action is taken in cases of racial harassment and racial discrimination and that termly returns of racist incidents are sent to the LA.

Monitoring by Ethnicity

Marshgate Primary School recognises the value of monitoring all aspects of its work to secure access and achievement for all and this includes monitoring with reference to ethnicity.

We will continue to take this approach including monitoring of:-

- Admissions
- Attainment
- Attendance
- Punctuality
- Rewards and Sanctions
- Racist incidents and actions taken
- Exclusions
- SEN Register
- Effects of the Literacy and Numeracy Strategy
- Extra curricular activities
- Selection and recruitment of staff
- Governing body representative and retention
- Parents attending consultation meetings

The school keeps data on language ability of ethnic minority pupils.

All data at all stages is analysed and monitored by ethnicity. Action is always taken to address underachievement.

Behaviour and Exclusions

According to the behaviour policy the Head Teacher and SLT regularly monitor rewards and sanctions to ensure they are used fairly and monitor for discrimination on the grounds of ethnicity.

Exclusions will be reported to the LA and dealt with by the governor's committee. All exclusions will be monitored and analysed with regard to ethnicity.

Parents and carers are always informed of racist incidents.

MARSHGATE PRIMARY SCHOOL RACE EQUALITY POLICY

Pastoral Care

Any racist or bullying incidents (see behaviour policy) jump all steps in the behaviour policy and go straight to the Head Teacher. The Head Teacher logs all incidents. Both victim and accused are supported through mediation between all parties involved.

Whole school procedures are put in place to support the victim and accused after any racist or bullying incident.

New arrival procedures are in place including buddying and initial assessment. Links are made with parents and the community. Meetings and questionnaires regularly involve all parents.

There are many areas of the curriculum where we incorporate other cultures, such as History, Literacy and Science. Projects are held such as events and workshops to celebrate Black History Month. Resources are monitored for diversity and potentially prejudiced material.

Breaches of Policy

The school has zero tolerance towards any member of the school community or visitor breaching the policy. Any such person will be taken through the correct procedures with the Head Teacher. The ultimate sanction would be exclusion and redundancy / dismissal.