



## MICKLEOVER PRIMARY SCHOOL

**Name of Policy:** Race Equality

**Date of Policy:** February 2019

**Member of Staff responsible:** L Gerver

**Review date:** February 2021

**Signature:** \_\_\_\_\_ **Chair of Governors**

**Date Approved:** \_\_\_\_\_

### At Mickleover Primary School

**We are:**

**Motivated to learn**

**Proud of our achievements**

**Successful and skilled for life**



## Race Equality Policy

Mickleover Primary School has a general duty under Section 71(1) of the Race Relations Act (as amended by the Race Relations Amendment Act 2000) to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity; and
- Promote good relations between people of different racial groups.

The school has a specific duty to:

- Prepare a Race Equality Policy; and to
- Assess the impact of the policy on pupils, staff and parents of different racial groups including, in particular, the impact on the attainment levels of such pupils.

In preparing this policy we have made reference to:

- The Code of Practice on the Duty to Promote Race Equality (2002) and the Guide for Schools
- The Commission for Racial Equality's racial equality standard for schools, Learning for All, which was sent to all schools in 2000
- The Equality Act 2010
- The Equality Duty 2012
- Advice from Derby City Police Service regarding the sharing of information.

### THE SCHOOL CONTEXT

Our school values the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

Approximately 79% of our pupils are White British, 11% are of Asian origin, 6% are mixed race, 1% Black African/Caribbean, 3% are Other White Background and 1% are Chinese. The staff (teaching and non teaching) and governor composition, is mainly White British, at 97%.

Within our school, we aim to expose our children to the cultural diversity that reflects our society today. This may include RE lessons, assemblies or trips to different places of worship. 80% of the pupils are Christian, 8% Muslim, 2% Sikh, 9% non-denominational or other religion.

### AIMS AND VALUES

Our race equality policy is consistent with our school's core values and ethos. It has also been built on our own existing good practice, which has been informed by national and local guidance including:

- Managing Cultural Diversity: an LA (Local Authority) good practice guide, Derby City Education Service (2000)
- 'Learning For All: standards for racial equality in schools', CRE (2000)
- 'Index For Inclusion: developing learning and participation in schools' CSIE (2000)



- The Equality Act 2010

Moral and social development are strengths of our school and our pupils show respect for each other and for the staff; they are able to tell right from wrong and they develop responsible attitudes. Our school is a happy, caring community. Those who work at Mickleover Primary School are all highly committed caring people.

## **ATTITUDES AND ENVIRONMENT**

In our school, we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure;
- building self esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of pupils and their learning;
- removing or minimising barriers to learning, so that all pupils can achieve;
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;
- making clear to our pupils what constitutes aggressive and racist behaviour;
- identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making pupils and staff confident to challenge aggressive and racist behaviour.

## **OUR CURRICULUM AIMS**

The curriculum should enable all young people to become:

- Successful learners who enjoy learning, make progress and achieve
- Confident individuals who are able to live safe, happy and fulfilling lives
- Responsible individuals who make a positive contribution to society.

## **PROGRESS, ATTAINMENT AND ASSESSMENT**

We will monitor pupils' attainment through the collection of data about their performance and progress, using our tracking system 'School Pupil Tracker'. Information will be used to set challenging targets which will enable pupils to achieve the highest standards. Data will be analysed to examine trends in attainment and patterns of underachievement between different racial groups. If differences are identified, then action will be taken to deal with these.

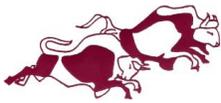
## **TEACHING AND LEARNING**

Teachers will employ a variety of teaching styles that will support pupils' differing learning styles, cultural background and linguistic needs. They will create an environment where pupils can be independent and feel valued.

Through the multicultural aspects of the curriculum, stereotypes and racial discrimination will be challenged. High expectations will be held for all pupils.

## **CURRICULUM**

The curriculum is planned to develop an appreciation for and enjoyment of other cultures. We intend to provide positive role models through the use of visitors, resources and literature and to counteract prejudice and negative attitudes.



## **LEADERSHIP, MANAGEMENT AND GOVERNANCE**

At Mickleover Primary School, the Senior Leadership Team is committed to:

- being proactive in promoting racial equality and good race relations and tackling racial discrimination
- encouraging, supporting and enabling all pupils and staff to reach their potential
- working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination
- ensuring that the policy is followed.

## **STAFF WITH SPECIFIC RESPONSIBILITIES**

The senior leader with responsibility for the management and implementation of Race Equality and inclusion, is Mrs A Jones (KS1 Assistant Headteacher). She will seek to ensure that responsibilities are shared and appropriately discharged across the school.

Mrs L Gerver (Headteacher) is responsible for dealing with reported incidents of racism or racial harassment, recording all such incidents and sending such data to the Local Authority as, and when, requested.

Responsibility for responding positively to the general duties of the Race Relations Act is shared by everyone within the school community such as:

### **A. GOVERNING BODY**

- ensuring that the school complies with Race Relations legislation
- ensuring that the policy and its related procedures and strategies are implemented
- ensuring that statistics and actions related to racist incidents are brought to the attention of the Governing body on a regular basis

### **B. HEADTEACHER**

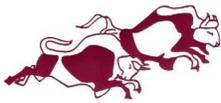
- implementing the policy and its related procedures and strategies
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of racial discrimination.

### **C. ALL STAFF**

- dealing with racist incidents, and knowing how to identify and challenge racial bias and stereotyping
- ensuring that all racist incidents are appropriately recorded
- promoting racial equality and good race relations and not discriminating on racial grounds
- keeping up to date with race relations legislation by attending training and information opportunities.

### **D. VISITORS AND CONTRACTORS**

- being aware of, and complying with, the school's race equality policy.



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## **BREACHES OF THE POLICY**

In line with our Behaviour Policy, we will not tolerate any form of racist abuse. If this does occur, it will be dealt with as a most serious misdemeanour and in accordance with our Behaviour Policy. It is particularly important that sanctions are administered fairly and we aim to ensure that particular groups of children are not inadvertently discriminated against. 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 and Local Authority's personnel procedures.

## **POLICY PLANNING AND REVIEW**

Mickleover Primary School has a commitment to the monitoring of all aspects of school provision and performance against the general duties of the Equality Act 2010.

## **RELEVANT AREAS FOR MONITORING AND EVALUATION**

### **Ethnic Monitoring**

Using monitoring data to monitor the attainment and progress of our pupils by racial group and gender, and to set targets where appropriate

Ensuring that monitoring data by racial group, for example, on attainment and progress and exclusions, sanctions and rewards, is used to inform planning and decision making where appropriate.

Making available the results of monitoring and assessments

Ensuring that information can't be used to identify individuals.

### **Reviewing and assessing policies**

Regularly reviewing, monitoring and assessing all policies and strategies for their effectiveness in promoting racial equality and good race relations.

Building racial equality questions into our school self-review and evaluation frameworks as appropriate

Using the results of reviews and assessments to inform all planning and decision-making.

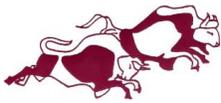
## **STAFF RECRUITMENT AND PROFESSIONAL DEVELOPMENT**

All posts are open to the widest pool of applicants in Derby City and some are open to the national pool. Staff are selected on the basis of their qualifications and experience in accordance with the person specification for the post. The recruitment and selection process is closely monitored by the Headteacher to ensure that good practice concerning racial equality exists.

The training and development needs of staff will be considered as part of the arrangements for performance management and the implementation of the School Improvement Plan. Staff training opportunities will be funded and made available in the usual way.

## **FREEDOM OF INFORMATION**

This policy is available to parents upon request.



**THIS POLICY IS LINKED TO THE FOLLOWING POLICIES:**

Child Protection and Safeguarding Policy

Behaviour Policy

Anti-bullying Policy

Inclusion Policy

Disability Equality Scheme

Accessibility Policy,

Inclusion Policy

Learning and Teaching Policy

Equality statement

**MONITORING AND REVIEW**

This policy will be reviewed every two years and its effectiveness monitored through pupil, parental and staff questionnaires.