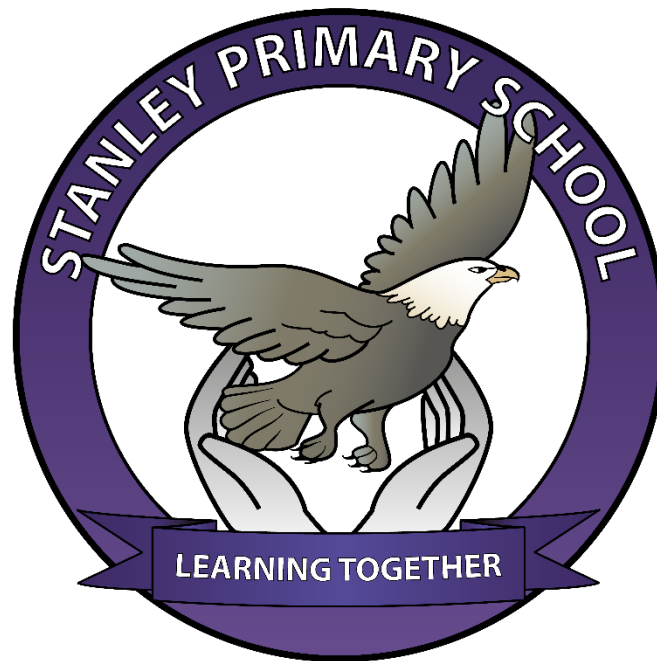


STANLEY PRIMARY SCHOOL



RACE AND EQUALITY POLICY

Approved by:	Headteacher	Date: October 2010
Last reviewed on:	July 2023	
Next review due by:	July 2024	

SCHOOL CHARACTER AND CIRCUMSTANCES

Stanley Primary School is a mixed gender school catering for children between the ages of four and eleven. The information gathered for the Pupil Level Annual School Census can be obtained from the Junior school office.

In Blackpool we have 15.8% ethnic population throughout our schools.

Our 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.'

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

We, as a school, recognise:

- the inclusive nature of the National Curriculum and the opportunities citizenship presents for encouraging 'respect for diversity';
- the importance of strong links with the local community;
- our duty under the Race Relations (Amendment) Act 2000 to promote race equality;
- that minority ethnic groups include gypsy travellers, refugees and asylum seekers.

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 disadvantages minority ethnic people.'

Any incident perceived to be racist will be investigated.

AIMS OF THE RACE EQUALITY POLICY

Stanley Primary School will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality.

We aim to achieve this by:

- creating a school ethos that promotes race equality, develops understanding and challenges prejudices;
- having high expectations of both staff and pupils;
- treating all those involved within the school community as individuals with their own particular cultures and languages;
- encouraging everyone in the school community to have high self-esteem and a positive image;
- promoting mutual respect and valuing each others' similarities and differences;
- identifying any practices that may be discriminatory;
- monitoring, evaluating and reviewing all policies and procedures regularly so as to secure continuous improvement.

ROLES AND RESPONSIBILITIES

This race equality policy outlines the roles and responsibilities of everyone involved 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.

Governors


The governing body of the school has agreed this policy. The governing body will receive reports from the Headteacher and other senior staff, when necessary, as part of an ongoing process.

Headteacher

The Headteacher, through her own personal leadership, will demonstrate the importance of this policy. She will ensure the staff are aware of the policy and understand their roles and responsibilities.

Race Equality Co-ordinator

Blackpool CSA suggests that one member of staff takes responsibility for both Race Equality issues. In our case, this will be our Assistant Headteacher. This role involves action planning, policy development, monitoring and evaluation. The role will also include keeping up-to-



date with current thinking, being familiar with resources, attending relevant training and feeding back to colleagues.

Teachers

All teachers need to be familiar with the policy and understand how the policy impacts on their planning, teaching and learning strategies.

Administrative staff/Non-teaching staff

All staff need to be aware of the policy and understand that their responsibility is to feedback any concerns to the racial equality co-ordinator.

Pupils

All pupils need to be aware of how the policy applies to them. They will need to know that they should treat each other with respect. They need to be aware of the legal implications (i.e. school has to report all incidents to the authority) of what constitutes a racial incident and be willing to report racial incidents.

COMPLAINTS PROCEDURE

If anyone in the school feels that the school policy is not being followed, then they should raise the matter with the Headteacher, who can facilitate the correct action.

IMPLEMENTING THE RACE EQUALITY POLICY

The Race Equality Policy is linked to the School mission statement, which acknowledges the school's role in raising the achievement of all pupils.

The Headteacher, in partnership with the staff, will produce the school action plan which will identify key objectives, including actions, responsibilities, resources, timescales, success indicators and targets for monitoring and reviewing. Where appropriate, objectives set may take into account issues relating to race equality.

KEY AREAS IN PROMOTING RACE EQUALITY

The ethos of the school

- Steps are taken to ensure that everyone associated with the school is kept informed about their responsibilities and roles.
- The policies and procedures are regularly reviewed and their effectiveness evaluated.
- The school's policy, adopted from the CSA, clearly sets out what constitutes a racial incident, and includes the procedures for handling and reporting incidents.

- Liaison with ethnic minority families will ensure their views are taken into consideration.

PUPIL ACHIEVEMENT AND PROGRESS

- The school values the achievements and progress of pupils from all ethnic minority groups.
- All pupils have equal access to extra-curricular activities.
- All school staff challenge racism and stereotyping and promote racial equality throughout all aspects of school life. Any incidents of racism are reported directly to the race equality co-ordinator.
- Pupils are offered support and guidance regarding concerns and incidents, if needed.
- School offers appropriate support for bilingual learners.

CURRICULUM TEACHING AND LEARNING (INCLUDING LANGUAGE AND CULTURAL NEEDS)

- The school promotes an inclusive curriculum which reflects the ethnic diversity of Blackpool.
- Racial equality and ethnic diversity are promoted
- Racism and discrimination are challenged in all areas.
- Curriculum planning takes account of the ethnicity, background and language needs of all pupils.
- The school monitors and evaluates its effectiveness in providing an appropriate curriculum for all pupils.
- School ensures that pupils from ethnic minorities are allocated to appropriate teaching groups.
- School promotes a greater understanding of cultural diversity and racial equality.
- Opportunities for links with the community offer an enrichment of our curriculum through race related activities.

GUIDELINES ON WORKING WITH PUPILS FOR WHOM ENGLISH IS AN ADDITIONAL LANGUAGE

- The school recognises and values bilingualism.
- The language and learning needs of bilingual learners are clearly identified and appropriate support put into place.
- School ensures all bilingual pupils are fully included in all school activities.
- School supports the maintenance of the pupil's first language.
- The school will draw on the skills of parents and local communities in a support role.

- The school will seek to provide high quality interpretation and translation with the support of the CSA across all areas of the school's work.
- The school will expect all bilingual pupils to achieve their full potential.

PUPIL BEHAVIOUR, DISCIPLINE AND EXCLUSION

- The school's procedures for managing behaviour and disciplining pupils are fair and applied to all pupils, irrespective of ethnicity.
- The school adopts good practice strategies so that in the event of a pupil being excluded, the practice is fair and equitable.

RACISM AND RACIAL HARASSMENT

- The school has adopted the CSA's policy and follows the procedures for dealing with incidents of racial abuse.
- For each racial incident a form is filled in completely and returned to the Assistant Director (Pupil services Division), Education and Children's Services Department at Blackpool Council.
- A copy of the form is to be kept in school.
- Both victim and perpetrator are supported appropriately.
- The school will monitor racial incidents.

ADMISSIONS AND TRANSFER PROCEDURES

- The school ensures that the admission process is fair and equitable to all pupils, including those from ethnic minorities.
- Provision is made for pupils from ethnic minorities to take time off for religious festivals.

STAFF RECRUITMENT AND CAREER DEVELOPMENT

- Recruitment and selection procedures are consistent with the statutory Race Relations Code of Practice in Employment and other Equality legislation.
- The recruitment and selection process is monitored and reviewed to ensure that discrimination is not taking place and to identify examples of good practice. This is carried out by the CSA in conjunction with the application process.

PARENTS, GOVERNORS AND COMMUNITY PARTNERSHIP

- All parents are welcome and respected in school, whatever their ethnic background.
- All parents are regularly informed of their child's progress.
- Governors are encouraged to play an active role in the life of the school.

MONITORING THE RACE EQUALITY ACTION PLAN

- The school will monitor the impact of this policy and action plan on pupils, parents and staff for different ethnic groups.
- School will monitor other areas that could have an adverse impact on pupil's attainment:
 - Exclusion
 - Racism, racial incidents, bullying
 - Punishment and rewards
 - Working with the community
 - Support, advice and guidance

ACTIONS TO ENSURE RACE EQUALITY

- The Race Equality Policy will be reviewed every two years by the Headteacher and Governing Body
- The school will monitor and further develop good practice
- Race Equality training will be part ongoing staff development
- The school will adhere to Blackpool's Racial Incident Guidelines
- The school will endeavour to ensure that it reflects the local community it serves.

We as a school will consider the views and needs of parents, staff and pupils from different racial groups. We will look at how we could communicate better with pupils, parents and staff from different racial groups and involve them in the planning and decision-making.