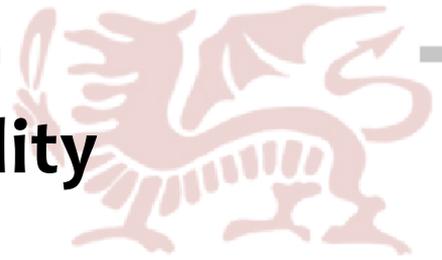




GP29– Racial Equality



Last Review Date	November 2017	Next Review Date	November 2018
Leader of Policy Review	Headteacher		
Associated Policies	Admissions, Anti-Bullying (Respecting Others), Equal Opportunities, Dignity at Work, International		

The School welcomes its duties under the Race Relations Act (Amendment) 2000. We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful discrimination.

The following principles underpin all aspects of our racial equality policy and also apply to the full range of our policies and practices:

- every child is valued equally
- every child should have the opportunities to achieve the highest possible standard and to reach his / her potential
- the cultural and ethnic background and origin of all children should be respected and celebrated
- the curriculum should be appropriate to the child and should acknowledge the positive contributions made by a diversity of cultures.
- every child should be helped to develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society and in the context of an interdependent world.

Admissions

Applications to the School are welcomed from all children regardless of race and ethnic background. Dietary, religious and other specific needs are respected and, as far as possible, accommodated within the resources available to the school.

Racial Harassment

The School is opposed to all forms of racism and xenophobia. All staff will be vigilant for any signs of name calling, abuse or bullying involving any member of the school community which might have a racial or religious content and will deal with any incidents promptly and sensitively using procedures outlined in the anti-bullying policy. Any racist incidents will be reported to the Local Authority.

Types of Incident

1. Incitement of others to behave in a racist way
2. Physical assault against a person or group because of colour, race and /or ethnicity
3. Derogatory name-calling, insults, racist jokes and language
4. Racist graffiti
5. Provocative behaviour such as wearing racist badges or insignia
6. Bringing racist material such as leaflets, comics, magazines or computer software into school
7. Using the school's computer systems to distribute racist material
8. Verbal abuse and threats
9. Racist comments in the course of discussions in lessons
10. Attempt to recruit other students and students to racist organisations and groups
11. Ridicule of an individual for cultural or religious differences
12. Refusal to co-operate with other students because of their race

Curriculum

Racial harmony will be promoted through:

- The PSE Curriculum - Activities developed on stereotyping, prejudice, extremist beliefs and racism. Students will be encouraged through active citizenship to develop a global perspective
- RE Lessons - Encouraging tolerance and understanding towards people with different beliefs and practices
- English Lessons - The development of multiculturalism
- Other Subjects - Taking opportunities to get students to express their thoughts and develop an understanding of different people and cultures and their contributions to the world
- Assemblies and Collective Worship - Development of a common ethos, shared values and positive attitudes
- Whole School Events and Special Days - Multiculturalism will be promoted through opportunities for theatre productions, visits, workshops, artists in residence
- Displays - High visibility will be created by locating displays celebrating various cultures and customs around the school

Staff

The School welcomes applications from all people regardless of race, religion, and ethnic background. This is made clear in the information given to prospective candidates. All staff have an entitlement to professional development, including the development of Racial Equality awareness.

Responsibilities

The Governing body is responsible for:

- making sure the school complies with the amended Race Relations Act 1976

The Headteacher is responsible for:

- Making sure the Racial Equality Policy is readily available and its procedures are followed
- Making sure all staff know their responsibilities
- Taking appropriate action in cases of racial harassment and racial discrimination

All staff are responsible for:

- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping
- Avoiding discrimination against anyone for reasons of race, colour, religion, nationality or ethnic or national origins
- Incorporating principles of equality and diversity into all aspects of their work, and keeping up to date with the law on discrimination and taking up relevant, available training and learning opportunities
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