

**Corby Old Village  
Primary School.**

**Racial Equality Policy.**

## **Introduction.**

At Corby Old Village Primary School “Every child matters”. Our school values 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. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind.

This policy reflects the general and specific duties on schools as detailed in “The Race Relations Act 1976” and as amended by “The Race Relations(Amendment) Act 2000.” This policy must be read in conjunction with other related school policies.

The school has due regard to the need to

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

## **Aims and objectives.**

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 inform their own relationships with others.
- Having consistent expectations of pupils and their learning.
- Removing or minimizing barriers to learning, so that all pupils can achieve.
- Ensuring that all our teachers take into account the learning needs of all pupils through our schemes of work and lesson planning.
- Actively tackling racial discrimination and promoting racial equality through our school prospectus, Governors’ Annual report to parents, newsletters and displays of work.
- Admitting pupils to the school regardless of background, ethnicity or disability.
- Being aware of and sensitive to relevant community issues when following up absence.
- Providing leave of absence for religious observance .
- Making appropriate provision for pupils who have had extended periods of absence to cover missed work.
- Regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures.
- 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 racist and aggressive behaviour.

### **Teaching and learning style.**

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure equality of access for all pupils and prepare them for life in a diverse society.
- Use materials that reflect a range of cultural backgrounds, without stereotyping.
- Promote attitudes and values that will challenge racist behaviour.
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures.
- Seek to involve all parents in supporting their child's education.
- Provide educational visits and extra-curricular activities that reflect all pupil groupings.
- Take account of the performance of all pupils when planning for future learning and setting challenging targets.
- Make best use of all available resources to support the learning of all groups of pupils.

### **Tackling racial harassment.**

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim.
- Reprimand the aggressor and inform the victim what action has been taken
- If the incident is witnessed by other pupils, tell them why it is wrong.
- Report the incident to the Headteacher or Assistant Headteacher and inform her of the action taken.
- Inform the class teacher of both the victim and the aggressor, then record what happened in the incident book (kept in the Main Office)
- Inform both sets of parents, if appropriate.

The school has implemented the recommendations of "The Stephen Lawrence Inquiry: MacPherson Report"(1999) The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded and reported to the governing body by the Headteacher.

### **Policy into practice.**

This policy was drawn up in consultation with teachers, support staff and the Governing Body. The policy is available to parents in the School Office and the ethos is shared with the school community through the school's aims and objectives and written within the school prospectus. Racial equality will be an agenda item regularly on the agenda of the Governing Body Meetings.

School Policies are reviewed regularly and Governors will ensure that due regard is given to the

promotion of racial equality within each policy. We use “Learning for All”, the CRE’s racial equality standard for schools, to help audit our policies.

We make regular assessments of pupils’ learning and use this information to track pupils’ progress, as they move through the school. As part of this process, we regularly monitor the performance of different racial groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The Governing Body receives regular updates on pupil performance information.

### **Leadership, management and Governance.**

The Governing Body will:

- ensure the school complies with Race Relations legislation.
- Ensure that the policy and its related procedures and strategies are implemented.

The Headteacher will:

- Implement the policy and its related procedures and strategies
- Ensure that all staff are given appropriate support and training.
- Take appropriate action in any case of racial discrimination.

All staff will:

- Deal with racist incidents and know how to identify and challenge racial bias and stereotyping.
- Promote racial equality and good race relations.
- Keep up to date with race relations legislation by attending training and information opportunities.
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### **In-service training.**

All members of staff, and governors, are entitled to appropriate training, in order that they can play their full part in ensuring that our school promotes racial equality. Training is linked to priorities identified within the School Improvement and Development Plan. Funding for professional development is identified within the school’s budget.

The school is required to supply the LA with employment data related to racial groups employed by the school.

This document will be subject to a systematic annual review.

The document was written in consultation with the staff and Governors.

It was accepted by the Governing Body in September 2002.

**This policy was reviewed and updated in September 2007.**