

Race Equality Policy - Park Primary School & ELCC

Park Primary School recognises its duties under the Race Relations (Amendment) Act 2000 to:

Promote equality of opportunity

Promote good relations between members of different racial, cultural and religious groups and communities

Eliminate unlawful discrimination

Aims, Values and Guiding Principles

We are committed to:

Actively tackling racial discrimination and promoting equal opportunities and good race relations

Encouraging, supporting and helping all pupils and staff reach their potential

Helping every pupil develop a sense of personal and cultural identity that is confident, open to change, receptive and respectful towards other identities

Providing opportunities for pupils to develop the knowledge, understanding and skills that they need to participate in Britain's multi-ethnic society

Working with parents, carers and the community to tackle racial discrimination

Following and promoting good practice

Ensuring that the race equality policy and its procedures are followed

We will ensure that these aims and principles apply to the full range of our policies and practices, including those that are concerned with:

Pupil's progress, attainment and assessment

Behaviour, racial harassment and bullying, discipline and exclusions

Learning, teaching and the curriculum

Personal and social development, support for pupils and pastoral care

ARGYLL AND BUTE EDUCATION

Admissions and attendance

Staff recruitment and professional development

Partnerships and consultations with parents and the community

Responsibilities

The **Head Teacher** is responsible for:

Ensuring the race equality policy is readily available and that the parent council, staff, pupils, parents and carers know about it

Ensuring the race equality policy and its procedures are followed

Producing regular information for the parent council and staff about the policy and how it is working and providing their training on the policy, if necessary

Ensuring all staff know their responsibilities and receive training and support in carrying these out

Taking appropriate action in cases of racial harassment and racial discrimination

Co-ordinating work on race equality and equal opportunities

Dealing with reports of racist incidents

Liaising with the staff development co-ordinator to arrange training and staff development opportunities in relation to equal opportunities and race equality issues

All **staff** are responsible for:

Dealing with racist incidents that may occur

Being able to recognise and tackle racial bias and stereotyping

Promoting equal opportunities and good race relations and avoiding discrimination against anyone for reason of their racial group, colour, culture, ethnic, religious, linguistic or national origins, traveller, refugee status and asylum seekers

Incorporating principles of equality and diversity into all aspects of their work

Keeping up to date with the law on discrimination, and taking up training and staff development opportunities

Planning, Developing and Implementing the Policy

We will undertake regular **ethnic group monitoring** of pupils and staff to evaluate the impact of the race equality policy and to provide data to inform school and Education Service planning, decision making and action. Particular consideration will be given to monitoring attainment, progress, exclusions, sanctions and rewards.

Planning, implementation and monitoring of this policy is current within our Improvement Plan.

The race equality process will be evaluated through consultation and by using auditing tools such as the quality indicators in '*How Good is Our School*', '*Child at the Centre*' and '*A Route to Equality and Fairness*'.

We will monitor, assess and review policies and strategies that are relevant to race equality to see how effective they are in tackling unlawful racial discrimination and promoting equal opportunities and good race relations and make adjustments as appropriate. This will be done on a regular basis and be built into the improvement plans.

We will monitor incidents, using the Authority pro formas, to ensure that patterns of behaviour are recognised and measures put in place to respond appropriately to this.

All members of the school community will be kept informed about the policy and how it is working through the reporting to the parent council, the school website, the school handbook and the Standards and Quality Report.

Guidance on dealing with Racial Incidents

Racial incidents should be handled in a sensitive manner to promote good race relations. They should be done in a way that:

Both parties feel that they have had a fair hearing

The victim feel that her/ his complaint has been taken seriously

Every effort is made to reach a positive and negotiated settlement which nonetheless stresses that the school does not tolerate racist attitudes

Allowance is made for possible misunderstandings

Cases of assault should involve the police

It is important that parents are kept informed. Children may suffer psychological damage from incidents of racist name calling however small they seem. Parents need to be aware that something has happened and that the school has dealt with it quickly and sensitively.

Recognising Racism

Racism can be directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural, religious, linguistic or national origins, traveller and refugee status and asylum seekers.

There are three forms of racism:

Personal racism has a negative impact upon individuals and is usually overt because it is identifiable and often intentional.

Cultural racism consists of ideas, beliefs and values, usually embedded in history, which endorses the superiority of one culture over others.

Institutional racism operates in institutions or organisations where racist beliefs and perceptions have become embedded in the culture, policies, procedures and practices and results in black and minority ethnic groups being excluded or disadvantaged in terms of employment or service provision.

Discrimination

Direct discrimination occurs when a condition or requirement which is applied to everyone can be met by a considerably smaller portion of people from a particular group, and it is to their disadvantage because they cannot comply with it. The condition or requirement will be unlawful unless it can be justified on non-racial grounds. For example, a rule about clothing or uniforms which, in practice, would prevent someone from wearing a 'hijab' or turban disadvantages a racial group.

Specific types of incidents

All staff should be aware of specific types of incidents:

Ostracism

Non-specific racist remarks

ARGYLL AND BUTE EDUCATION

Racist insults

Racist threats

Racist violence

Breaches of Policy

Where breaches of policy occur action will be taken in accord with Argyll and Bute guidelines.