

Leamington Community Primary School
'Together we make a Difference'



Racial Equality Policy

Leamington primary School Aims:-

- To eliminate unlawful racial discrimination by not tolerating racist behaviour from children, staff, parents or any visitors to the school.
- To work with parents and children to challenge stereotyping.
- To provide a broad, balanced and widely varied curriculum to all children regardless of their ethnic background, so meeting the requirements of every child in the school.
- To promote respect and tolerance for everybody.
- To provide equal opportunities and good race relations in all areas of school life.

How will we do it?

Monitoring

Leamington will monitor the progress and attainment of all children regardless of their ethnic background and will endeavor to ensure that all children reach their true potential. Responsibility for this will be with the head teacher, assessment subject leader and SENCO who formally assess attainment three times each year and with the class teacher whose monitoring of achievement is ongoing.

The school will use resources and materials which are racially unbiased showing a variety of non-stereotypical people, jobs and cultures. Staff will be vigilant at all times to ensure that they do not show racist stereotypes. All materials will be visually and verbally acceptable in terms of language and imagery. Subject leaders will be responsible for evaluating their own stock and new resources and will ensure that there is a commitment to providing equal opportunities for all children. Preparation for life in a multicultural society should permeate every subject of the curriculum.

We will offer a broad and balanced curriculum that reflects the history, contributions and achievements of black and minority groups. Children will be given the opportunity to challenge stereotypes, prejudice, bias and ignorance related to people from black and minority groups.

No child will be refused admission or excluded on the grounds of race. Attendance and exclusions will be monitored in relation to gender and to pupils from black and minority groups.

We will seek to demonstrate a welcoming environment to all of the community by promoting friendly contact, attractive displays of pupils work avoiding racial

stereotyping. School displays will on occasions reflect the multi-ethnic and diverse societies of the world.

Leamington Primary School will ensure that British minority ethnic parents are as involved as others in the classroom, on outings and represented on the governing body. Information material for parents and prospective parents can be made available in languages other than English if needed.

We have a policy of equal opportunity in employment ensuring that, through using a fair selection procedure in staff recruitment and professional development, no one is discriminated against.

Although children may learn lessons of racial stereotyping at home, at Leamington we will endeavor to promote respect for all people from other racial backgrounds by positive images, inviting visitors to our school and visits and research into a variety of ethnic backgrounds.

Managing Racist Incidents.

The accepted definition of a race related incident is:-

"A racist incident is any incident which is perceived to be racist by the victim or any other person"

Leamington Primary School will not tolerate racist behaviour of any kind. Such behaviour includes bullying, harassment, name calling, skitting, ostracism or graffiti. All reports of race related incidents will be dealt with sympathetically and quickly. We are committed to take all such reports seriously even though, after investigation, some of them may be proved not to be intentionally racist.

All incidents will be recorded using the LA Recording and Monitoring Racist Incidents Procedure.

Homophobic or cyber bullying

We are aware that every child has the right to grow up and learn free from the fear of bullying, whatever form that may take. Homophobic bullying is not acceptable and will be dealt with immediately. Similarly, cyber bullying or inappropriate texting will be challenged and dealt with if necessary.

Commitments

We are committed to:-

- Actively tackling racial discrimination, promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all children and staff to reach their potential.
- Working with parents and guardians and with the wider community to tackle racial discrimination and to follow and promote good practice.
- Promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins.
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.

Visitors and Contractors

Visitors and contractors are responsible for:-

- Knowing and following our race equality policy.

We will ensure coverage within the curriculum on the subject of racism. We will also promote racial equality within the implicit values of school life. Where such incidents occur an agreed procedure will be followed. Any incidents will be recorded in the "Racist Incident Book" enabling staff to monitor victims and perpetrators. Both parties will be counselled and parents informed. Children will be constantly reminded of school policy and practice.

This document sets out some of the ways our school seeks to ensure race equality. It will be reviewed annually and necessary changes will be made in the light of experience or new legislation.