



Leamington Community Primary School

Together we make a Difference

Racial Equality Policy



Completed by: Mrs. R. Mellor
Date Issued: 20th January 2021
Approved by Governors: 1st March 2021
Review Date: 20th January 2022



Leamington Community Primary School: Racial Equality Policy

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, therefore meeting the requirements of every child in the school.
- To promote respect and tolerance for everyone.
- To provide equal opportunities and good race relations in all areas of school life.

Implementation:

- We 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 monitoring this attainment will be with the Headteacher, Assessment Lead and SENCO who meet with class teachers on a termly basis after each formal assessment cycle.
- We 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 ordering 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 and attractive displays of pupils' work, avoiding racial stereotyping. School displays will reflect the multi-ethnic and diverse societies of the world.
- We will ensure that black and minority ethnic parents are as involved as others within school, 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 endeavour to promote respect for all people from other racial backgrounds by promoting

positive images, inviting visitors to our school, organising a range of educational visits and ensuring children research and learn about 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, 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 School Improvement Liverpool Recording and Monitoring Racist Incidents Procedure.

Homophobic and Online Bullying:

We recognise 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, online bullying or inappropriate texting will be challenged and dealt with, when necessary. When dealing with such incidents, all actions and discussions will be recorded on the school's CPOMs system and brought to the attention of the Headteacher, Deputy Headteacher and Online Safety Lead (when needed).

Commitments:

At Leamington Community Primary School, 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/carers and 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, nationality or ethnic or national origins.
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.

Visitors:

Visitors and contractors are responsible for:

- Knowing and following this Racial Equality policy.
- Reporting any incidents of racial discrimination to a member of staff.

Monitoring and Review:

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 on the school's CPOMs system, 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 racial equality. It will be reviewed annually and necessary changes will be made in the light of experience or new legislation.