

# RACE EQUALITY POLICY



## 1. Legal duties

The school welcomes its duties under the Race Relations (Amendment) Act 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.

## 2. Guiding principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of his/her life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understanding and skills that he/she needs in order to participate in a multi-ethnic society and in the wider context of an interdependent world.

## 3. Responsibilities

### Governing body

- The Governing Body is responsible for ensuring that the school complies with Race Relations legislation including the general and specific duties in the amended 2000 Act.
- With assistance from the headteacher, the Governing Body has responsibility for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.
- The Governing Body includes Race Equality issues as an item on the agenda of Governing Body meetings and has a named governor for Equalities.

### Headteacher

- The headteacher has overall responsibility, with the Governing Body, for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.
- The headteacher ensures that staff receives training and are informed of the implications of the policy, including the relevant legislation.

### Teaching Staff

- All teaching staff are responsible for keeping up-to-date with legislation dealing with Race Relations and Equality matters.
- Teaching staff know how to deal with racist incidents in the classroom, how to promote diversity and how to identify and challenge bias and stereotyping.
- In their teaching, staff encourage positive working relationships between pupils and ensure that pupils of all racial and ethnic groups are included in all activities and have access to the curriculum.
- Teaching staff never discriminate, or allow personal feelings, prejudices or assumptions about racial or ethnic groups to affect their treatment of particular pupils, parents or other staff.

### **Non-teaching staff (including all administrative staff, lunchtime supervisors, catering workers and caretakers)**

- All non-teaching staff are responsible for ensuring that they do not discriminate in carrying out their functions, or allow personal feelings, prejudices, assumptions or stereotypes about racial or ethnic groups to affect their treatment of particular pupils, parents or other staff.

### **All employees**

- All those working at Ysgol Eifionydd have a responsibility to read, understand and comply with this policy.

### **Visitors and contractors working on site**

- Every effort will be made to ensure that all visitors or contractors working on site are made aware of the school's stance on race equality and incidents of racial harassment.

### **4. The school has a named person for racist incidents.**

- The named person is the Headteacher.
- The named person ensures that all reported racist incidents are recorded in a register and that racist incident report forms are completed and sent to the LEA.

### **5. The Curriculum**

We promote cultural diversity in the curriculum through teaching positive, culturally diverse content, reviewing documentation to ensure appropriate content and by fostering respect for people of different racial and ethnic groups.

We aim to help children develop the necessary knowledge, understanding, skills and attitudes which will enable them to play a full and active part in our multiethnic society.

Through a variety of learning experiences the children will be able to explore the contributions of different cultural, racial and religious groups in our society and at the same time broaden their knowledge and understanding of such groups. In this way it is hoped that the children's awareness and respect for cultural and ethnic diversity in the classroom, the school or the community will be developed.

We make every effort to ensure that all pupils have access to the mainstream curriculum by taking account of their individual cultural backgrounds and linguistic needs and by differentiating work appropriately.

We take positive steps to ensure that all pupils can participate and feel that their contributions are valued. We encourage pupils of all backgrounds to work together with co-operation and understanding, learning from each other's varied experiences. Our teaching challenges racial prejudice and stereotypes and we foster pupils' critical awareness of bias, inequality and justice.

Through the partnership that exists between home, school and the wider community, we hope to enrich the curriculum by encouraging people from other cultures, religions and ethnic backgrounds to visit the school and share their experiences and ideas with the children.

### **6. Attainment and progress**

Our aim is to ensure that all pupils achieve to their full potential. We monitor individual pupils' progress for signs of underachievement and we use ethnic monitoring where appropriate to identify any relevant differences between the performances of ethnic groups.

These will be addressed through planned and targeted support. When the need arises advice will be sought from LEA Advisers.

## **7. Pastoral Support**

Our pastoral support takes account of religious and ethnic differences and the experiences of refugee and asylum seeker children or any other disadvantaged group as the need arises.

We will provide appropriate support for pupils for whom Welsh or English is not their first language, in consultation with LEA Advisers, and encourage them to use and develop their home languages where possible.

## **8. Behaviour and discipline**

We expect high standards of behaviour of all pupils. All pupils are treated fairly and without discrimination when being disciplined for disruptive behaviour. Incidents of a racist nature will be dealt with firmly and consistently and all allegations of racial harassment or provocation will be fully investigated. Records of all incidents are kept by the school.

## **9. Admission and Attendance**

The school has an open admission policy and will accept all pupils up to its capacity as laid down by the LEA. A careful record of attendance is kept and if it is relevant this can be monitored according to ethnic groups.

## **10. Breaches of the policy**

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.

## **11. Communication**

The full policy is available on request for parents, visitors and members of the wider community. Information about the policy will be provided for parents in the normal communication forums between school and the home. A summary of the policy will be sent to all job applicants and will be published in the school handbook and staff handbook.

## **12. Monitoring and Evaluation**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. An action plan will be drawn for the implementation of this policy and for monitoring its impact.