

Race Equality Policy

December 2002

Background

William Barcroft Junior School is situated in an area of high-density housing. There has been an increase over recent years in the number of families living in rented accommodation. There are 304 pupils on roll aged from 7 to 11 years. Two pupils are recorded as being from minority ethnic backgrounds.

Aims and Values.

William Barcroft Junior School welcomes its duties under the Race Relations (Amendment) Act 2000. These duties reflect our core aims and values.

We are committed to:

- Promoting equality of opportunity.
- Promoting good relations between members of different racial, cultural and religious groups and communities.
- Eliminating unlawful racial discrimination.

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

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- There is a member of staff responsible for co-ordinating work on racial equality and dealing with reported incidents of racism.

All staff are expected to:

- Deal with racist incidents that may occur.
- Be able to recognise and tackle racial bias and stereotyping.
- Promote equal opportunities and good race relations.
- Incorporate principles of race equality and diversity into all aspects

of their work.

- Provide appropriate support to pupils in their class for whom English is an Additional Language.

Visitors and contractors will be made aware of and expected to comply with the schools race equality policy.

Leadership and Management.

Commitments

William Barcroft Junior School is committed to:

- Promoting good race relations, equal opportunities and tackling unlawful racial discrimination.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Ensuring appropriate support for isolated and potentially marginalized pupils of different racial, cultural and religious groups, including Asylum Seekers, Refugees, Gypsies and other Travellers.
- Working with parents and guardians, and with the wider community, to challenge and eliminate racial discrimination and to follow and promote good practice.
- Creating an environment which respects and values cultural, linguistic and religious differences.

Responsibilities

All members of the school community have a responsibility to comply with this policy and its procedures and behave in a manner which respects and values racial, cultural and linguistic diversity.

The Governing Body is responsible for ensuring that:

- The school fulfils its legal responsibilities and duties.
- This policy and its related procedures and strategies are implemented, monitored and reviewed.

The Headteacher is responsible for ensuring that:

- This policy is communicated and made readily available to staff, parents and guardians.
- The policy is implemented.
- Staff are aware of their responsibilities.
- Staff are given appropriate training and support.
- Appropriate action is taken in any cases of unlawful discrimination.

Policy, planning and review

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

- Pupils progress, attainment and assessment.
- Behaviour, discipline and exclusions.
- Pupils personal development and pastoral care.
- Teaching and learning.
- Admissions and attendance.
- The content of the curriculum.
- Staff recruitment and professional development.
- Partnerships with parents and communities.

We will promote equality and challenge racism in a wide range of ways including:

- Developing opportunities to celebrate the richness and diversity of different cultures.
- Dealing with issues of prejudice through assemblies and Personal, Social and Health Education.
- Celebrating pupil achievement.
- Challenging inappropriate racist comments throughout the school.
- Reporting all racist incidents.
- Eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible.

Implementation

Through the school improvement plan, we will ensure that:

- Every pupil should be helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.
- Professional development and in-service training for teaching staff and support staff and training for the governing body is provided.
- Identification of resources is made to meet the needs of staff, governors and pupils in appropriate ways

The curriculum reviews identified in annual school improvement plans will take into account matters related to celebrating and promoting cultural diversity.