

# HOWITT PRIMARY COMMUNITY SCHOOL

*Embark Multi Academy Trust*



## **Racial Equality Policy** March 2020

**Howitt Primary Community School**  
**Embark Multi Academy Trust**  
**Racial Equality Policy**  
**March 2020**



## **1 Introduction**

Our school values the individuality of all our pupils. We are committed to giving all of them every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. Pupils will be provided with the opportunity to experience, understand and celebrate diversity.

## **2 Aims**

**2.1** In our school we will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups.

**2.2** We are required to:

- prepare a written policy on racial equality;
- monitor and assess the impact of all our policies, including this one, on pupils, staff and parents of different racial groups, paying particular attention to the impact of these policies on pupils' attainment levels.

## **3 Principles**

These three principles underpin all our procedures and practice:

- Every pupil will have the opportunity to achieve the highest possible standards.
- Every pupil will have the opportunity to develop a sense of personal and cultural identity, with a confidence and openness to change that allows them to be receptive and respectful with regard to other people's identities.
- Every pupil will have the opportunity to develop the knowledge, understanding and skills they need in order to participate not only in Britain's multi-ethnic society but also in the wider context of an interdependent world.

## **4 Responsibilities**

In our school we all take responsibility for promoting race equality, but the following have specific responsibilities:

- 4.1** The governing board will assure that the school complies with race relations legislation and that this policy and its procedures are implemented.
- 4.2** The headteacher, along with the governing board, will assure as far as possible that the school policy and its procedures are implemented and that members of staff are aware of their responsibilities.
- 4.3** All staff will deal with racist incidents in accordance with school procedures, and will know how to challenge racial bias and stereotyping. They will not discriminate on racial grounds.
- 4.3** Teaching staff will offer full curriculum access to pupils from all racial groups, and will promote diversity and racial equality.

## **5 Tackling racial harassment**

The definition of institutional racism is 'the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin.' It can be seen in processes, attitudes and behaviour that amount to discrimination, through unwitting prejudice, ignorance, or thoughtless and racist stereotyping, all of which disadvantage minority groups.

- 5.1** A racist incident is 'any incident which is perceived to be racist by the victim or any other person'. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to personal property, or lack of cooperation in a lesson, on account of another pupil's ethnicity.
- 5.2** All pupils, parents and staff are aware of our procedures for dealing with racist incidents, and all staff are trained to deal firmly, consistently and effectively with racist incidents.
- 5.3** All racial incidences are recorded in a log book. The pupils involved are spoken with and consequences are given if appropriate. Parents are informed of a repeated racial incident.
- 5.4** Victims of racism and racial harassment will be supported by the school and, where appropriate, we will seek the support of external agencies.

## **6 Attainment, progress and assessment**

The school has high expectations of all pupils, and is dedicated to helping all pupils achieve the highest possible standards of achievement.

- 6.1** We make regular assessments of pupils' learning, and use this information to track pupils' progress, as they move through the school.

- 6.2** School performance information is evaluated in comparison with national data and LA data, to identify any patterns of underachievement. The governing board receives regular updates on information concerning pupils' performance.
- 6.3** In addition to attainment and progress we also monitor the following signs of discrimination: attendance, admissions, exclusions, racist incidents, the SEND register.

## **7 Teaching and learning**

We provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils, and prepare them for life in a society of diverse cultures;
- use materials that reflect a range of cultural backgrounds, learning styles and linguistic needs;
- challenge racial discrimination and stereotyping, and teach pupils how to recognise bias;
- provide opportunities for pupils to maintain links with their own culture, while at the same time appreciating cultural diversity;
- employ a range of styles, including collaborative learning, so that pupils can learn to value working together;
- provide educational visits and extra-curricular activities that reflect all groupings among our pupils;
- take account of the performance of all pupils when planning for future learning, and setting challenging targets.

## **8 Behaviour**

The school makes sure that procedures for managing behaviour are fair and just to all pupils.

- 8.1** All staff operate the school's behaviour policy of rewards and sanctions consistently.
- 8.2** Staff are aware that cultural background can affect behaviour, and take this into account when dealing with unacceptable behaviour.
- 8.3** Exclusions and the use of rewards and sanctions are monitored by ethnicity, to identify any patterns.

## **9 Partnership**

All parents are encouraged to take a full part in the life of the school. The school works with parents and the community to develop positive attitudes towards diversity and to address specific incidents.

- 9.1** We consult with staff, parents and pupils about their opinions on the impact of our policies.

## **10 Staff recruitment and professional development**

All members of staff are entitled to appropriate training, so that they can play their full part in ensuring that the school promotes racial equality.

- 10.1** Governors and members of staff involved in the selection and appointment of other staff will ensure that the principles and practices of racial equality are adhered to.

## **11 Monitoring and review**

Each priority in the school's accessibility plan now has a racial-equality dimension. This makes it possible for the governing board to monitor the impact of the work to promote racial equality that has been done by the school.

- 11.1** We have a rolling programme of policy review, and this policy will be reviewed every two years, or earlier if necessary.

This policy will be used in line with:  
The Accessibility Plan  
Equality and Diversity Policy  
Teaching and Learning Policy