

# **RACE EQUALITY POLICY**

## **HAWKES FARM PRIMARY SCHOOL**

### **1. Background**

Children from minority ethnic backgrounds currently constitute an extremely small proportion of the school population. (This is characteristic of the local area and not a reflection of the school's admission policy.) Consequently, the children attending Hawkes Farm will be deprived of diverse, multicultural experiences unless we take positive steps to build them into the curriculum. This policy is important, mainly to guarantee the rights of all those from ethnic minorities who may join the school community, but also to ensure that children belonging to the current ethnic majority are prepared for life in a multicultural society.

There have been no serious racist incidents at the school as of summer 2002.

### **2. Aims and values**

Our school aims to create an atmosphere in which all individuals are valued and given the opportunity to develop to their full potential within a context of mutual respect. In this regard we seek to eliminate racial discrimination, and promote equal opportunities and good race relations in all areas of school life. Data is collected and recorded in such a way as to enable the monitoring and auditing of the relative progress and attainment levels of children from different ethnic backgrounds. Our curriculum schemes of work (particularly PSHE, Geography and RE), coupled with a teaching and learning policy that emphasizes inclusiveness, actively seek to encompass a variety of ethnic groups and, for older children, there will be opportunities to discuss racism per se. A formal record will be kept of any racist incidents that may occur.

### **3. Leadership, Management and Governance**

#### Commitments

We are committed to

- acknowledging the existence of racism and to work towards the elimination of racial discrimination
- promoting equality of opportunity
- ensuring that pupils and staff from all racial groups are encouraged to achieve their full potential
- preparing children for life in a culturally diverse society
- creating a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feels valued and welcomed

### Responsibilities

**The Governors** will ensure

- that the school complies with Race Relations legislation
- that the policy and its related procedures and strategies are implemented
- that they refer to the implementation and monitoring of the policy in their annual report to parents

**The Headteacher** will be responsible for

- implementing the policy and its related procedures and strategies
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of racial discrimination

**All staff** will be expected to

- deal with racist incidents and know how to identify and challenge racial bias and stereotyping
- promote racial equality and good race relations and not discriminate in any way on racial grounds

**Volunteer helpers, visitors and contractors** should be made aware of and be expected to comply with the school's race equality policy.

In addition to the headteacher, these other **named individuals** are currently those with specific remit to monitor and implement the Race Equality policy:

- Mr M Thorn, Deputy Head/SENCO
- Miss L Marchant, teacher with responsibility for PSHE
- Rev. Stan Tomalin, Governor

### Breaches of the policy

Appendix #1 ("Steps Taken When Dealing With Racist Incidents") outlines the process to be followed when dealing with a racist incident, and identifies the different actions that may be taken.

## **4. Policy Planning and Review**

The following qualitative indicators will be used when monitoring data by racial group during the initial period of review:

- test results
- attendance, incl. lateness and unauthorized absence
- SEN register
- free school meals
- volunteer helpers

The impact of this policy will be assessed through consultation and audit - the audit to include the review of other school policies and their contribution towards the elimination of racial discrimination.

A summary of the review and monitoring of the policy will be included in the Annual Report to parents by the Governors. Special care will need to be taken, particularly because Hawkes Farm has so few children from an ethnic minority background, that information is not reported in such a way that individuals can be identified.

## **5. Implementation**

This policy was drafted by a working party during the summer term 2002 to be put before staff (including support and non-teaching personnel) and governors in September 2002. The working party will be responsible for monitoring the effectiveness and impact of the policy and will compile a short report with any recommendation for revision by July 2003. It will be updated for September 2003 in response to review.

Training opportunities that arise for staff and governors will be publicized and made available.

This policy is available to parents on the school website. A print version can be requested from the school office.

created JULY 2002