

VERSION CONTROL BOX

DATE OF REVIEW	October 2018
OVERVIEW OF CHANGES	various
DATE OF NEXT REVIEW	October 2019
REVIEWER	Zoe Wylde

Racial Equality Policy Statement

Greenacre School



GREENACRE SCHOOL RACIAL EQUALITY POLICY STATEMENT

RATIONALE

The pupils and staff at Greenacre School form a multicultural society. School is committed to work towards racial equality and to combat racial discrimination and racial harassment in a predominantly white European population.

PURPOSE:

1. To acknowledge the existence of racism and in particular covert racism.
2. To work towards the elimination of unlawful discrimination.
3. To provide equality of opportunity.
4. To provide an inclusive curriculum, ethos and learning environment.
5. To celebrate cultural diversity.
6. To provide a climate of understanding, tolerance and harmony.
7. To combat discrimination, prejudice and harassment.
8. To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feels valued and welcomed.
9. To address where possible, the under representation of black and minority staff in school.

GUIDELINES:

1. The school will constantly review its practices and procedures to ensure all pupils have equal rights, equal opportunities and equal access to a full and comprehensive education.
 2. Teaching and learning materials should be regularly monitored to ensure they are bias free and reflect the cultural background and lifestyles of our community, the wider community and beyond in the hope that we can prepare our pupils to be global citizens of tomorrow.
 3. All school rules will include statements relating to this policy.
 4. All staff must be clear in their support for victims of racist incidents and their response to managing such incidents, via school procedures such as Cause for Concerns.
 5. The school will monitor all incidents of racism and racial harassment, and immediate action will be taken to redress any breakdown in procedures.
 6. Positive action will be taken by the school, through its stated aims, publications, assemblies, curriculum and pastoral structure, to promote an ethos that values and respects all pupils and reflects a wide variety of cultural backgrounds. This will be addressed monthly by means of assemblies/Value of the Month and our own school values.
 7. The school will exploit opportunities to celebrate the richness and diversity of different cultures, through curriculum days in Upper and Lower school and the updated PSHE curriculum.
- Impact Assessment. The Governors will review this policy annually and in doing so take into account the impact the policy has on all members of our school community.

CONCLUSION

This policy is viewed in conjunction with the school's Equal Opportunities, Multicultural Education Policies and SMSC Policy. It should be seen as making a positive contribution to the school's declared caring ethos.

RACIAL EQUALITY PROCEDURES

The Racial Equality policy covers members of all ethnic and national groups represented in the school community including Travellers, Asylum Seekers and Refugees.

The policy was developed through consultation with all sections of the school community and community representatives as well as the governing body and guidelines from the Education Authority.

Staff records any racist incidents including comments on Behaviour Watch which is monitored and incidents/comments are transferred to the Local Authority electronic record. At the present time the Headteacher does not identify individual pupils UPN's in the reports.

ETHNIC MONITORING

Relationships with other School Policies

The policy should be reviewed annually in relation to the aims and content of other school policies such as:

- Equal Opportunities
- Anti-bullying
- Assessment
- Monitoring and Target Setting
- SMSC
- SEN
- Recruitment and Retention

Equality Monitoring

This statement demonstrates our commitment to ensure we give due regard to:

Eliminate discrimination and other conduct that is prohibited by the act

Advance equality of opportunity between people who share a protected characteristic and people who do not share it

Foster good relations across all characteristics between people who share a protected characteristic and people who do not share it