



Deanery C.E. Primary School
Academy Status

Race Equality Policy

September 2012

1. The School Context

The Deanery Church of England Primary School was built in 1980 to serve the twelve parishes that make up the Deanery of Sutton Coldfield. Many of our children travel quite a distance to school; they are from different social and ethnic backgrounds but predominantly British White.

2. Aims of the Policy

This policy exists within our broader commitment to provide good quality education for all pupils, whatever their age, gender, ethnicity, attainment and background. Our inclusive ethos aims to respect, encourage, support and enable all pupils and staff to reach their full potential. In particular we aim to ensure that all our pupils get a fair deal at school, getting full access to all aspects of the curriculum and the opportunity to learn and achieve.

We are committed to ensure pupils are prepared for full participation in a multi-ethnic and culturally diverse society. We follow every aspect of Every Child Matters (ECM) through our ECM policy.

3. Our Commitment to Race Equality

At the Deanery our aim as far as possible is to be proactive in promoting racial equality and good race relations. We aim to tackle racial discrimination wherever it may occur within our school. We aim to take a whole school approach within this context, working in partnership wherever possible, with our parents and the wider community.

Our commitment to race equality covers all aspects of our schools work including:

- Progress, attainment and assessment.
- Behaviour, discipline and exclusions.
- Personal development and pastoral care for our pupils.
- All aspects of teaching and learning and the wider curriculum.
- Admissions and attendance.
- Staff recruitment and professional development.
- Partnership with parents and communities.

4. Roles and Responsibilities within our school

The Governing Body and Head Teacher:-

- have the responsibility for ensuring that this policy complies with race relation legislation.
- will take appropriate action in cases of racial discrimination and may seek advice from the LEA as and when necessary.
- have a responsibility to set a clear ethos, which opposes all forms of oppressive behaviour, prejudice and discrimination.

All staff have the responsibility:

- to implement this policy and promote racial equality and good race relations between pupils, staff and parents across our school. Staff actively promote the view that language or behaviour that is racist, sexist or potentially damaging to any group is unacceptable. Where staff need training or support to help challenge stereotypes and build pupil awareness, this will be provided.
- for the recording of any racial incidents which may arise in our school in the 'Racial/Bullying Incident Folder' which is kept in the Head Teachers Office. All racist incidents will also be reported to a member of the senior management team who will ensure appropriate action is taken and that the Head Teacher is informed. All such incidents will be monitored. A summary of all incidents will be sent to the LEA and the Governing Body.
- a designated member of staff will have specific responsibility for race equality/inclusion.

Parents are made aware of

- the school's commitment to race equality at the time of admission to the school. All opportunities are taken to remind them of our commitment through the time their children attend the Deanery.

Pupils

- should understand the main principles of the schools Race Equality policy
- should as appropriate, have a role in supporting, communicating and implementing the schools Race Equality Policy. They will be encouraged to treat each other with respect and to report incidents to an adult.

5. Curriculum, teaching and assessment

At the Deanery we aim to:-

- celebrate cultural and racial diversity through the curriculum. Our curriculum planning will take account of our commitment to race equality. Resources and displays will reflect the experience and backgrounds of pupils, and promote diversity.
- foster pupils' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities and stereotypes including racism.
- ensure that teaching methods and styles are varied to take account of pupils' different needs. Collaborative learning is used so that pupils appreciate the value of working together.
- ensure that the criteria used for allocating pupils to teaching groups or curriculum activities are fair and equitable for pupils from all ethnic groups.
- ensure that assessment methods are free from any unfair bias and identify the specific needs of all pupils.
- ensure there is no racial discrimination in any aspect of the curriculum that is organised by or involves outside agencies.

6. Admissions, Attendance, Discipline and Exclusion

At the Deanery we:-

- monitor pupil attendance by ethnic group and use data to develop strategies to address any poor attendance.
- accommodate pupils' need to take time off for religious festivals.
- take steps to ensure that the admission process is fair and equitable to all pupils from ethnic groups.
- aim to ensure procedures for disciplining pupils and managing behaviour are fair and applied equally to all pupils irrespective of ethnicity. All our processes for excluding pupils are free from racial discrimination and our strategies to reintegrate excluded pupils accommodate the needs of pupils from all ethnic groups. We aim to identify and adopt good practice strategies in order to reduce any differences in rates of exclusion between ethnic groups.

7. Pupils' Personal Development, Attainment and Progress

- The Deanery CE Primary School takes opportunities to recognise, value and celebrate all forms of achievement.
- Within our 'tracking procedures' we monitor, by ethnicity and gender, pupils' attainment and progress across the school and in individual subjects.
- Information from racist incident reports will be used to inform proactive approaches e.g. within school assemblies and class circle time.
- Wherever there are unjustified disparities in the attainment and progress of particular ethnic groups, we will develop strategies to take remedial action.
- All pupils have equal access to curriculum enrichment activities.

8. Parents and Community

- Our policy is to regularly inform all parents about their child's education and progress, and involve all parents in the life of the school.
- Parents are made aware of our school's commitment to race equality at the time of admission to the school. Opportunities are sought to remind them of our commitment throughout the time their children attend our school, and encourage their active support.
- Parents will be informed of any serious or repeated racist incidents that occur, and they will be expected to take the appropriate action with their child.
- We aim to involve parents from all ethnic groups on to our Governing Body wherever possible. We also endeavour to forge links with community groups and organisations where they exist.
- All visitors to our school will be expected to comply with this policy.

9. Staffing

- Recruitment and selection procedures operate within the framework provided by the LEA and steps are taken to identify, support and provide opportunities for the professional development of staff from all ethnic groups.
- We take steps to ensure that there is no racial discrimination for students on work experience, supply staff or trainees.

10. Evaluation and Review

- All our school policies, when updated and reviewed, will be examined to make sure that they comply with this policy.
- We aim to regularly evaluate the implementation of this Race Equality Policy and review it as necessary to take account of current issues and new legislation. The Curriculum committee of the Governing Body will undertake this task.

Policy reviewed by Sally Yates Head Teacher

September 2012

Agreed and accepted by Governing Body

September 2012

Signed _____

Dated _____