

Silverstone CE Primary School

Racial Equality Policy

Introduction

Silverstone is a medium-sized village in South Northamptonshire. Silverstone CE Primary School serves the village of Silverstone and the two smaller outlying villages of Abthorpe and Wappenham. Some children also attend from other villages and the nearby market town of Towcester. The village is predominantly “white” European and this is reflected in the schools population.

This policy is based on the general and specific duties as detailed in The Race Relations Act 1976, the Race Relations (Amendment) Act 2000 and the Duty to Promote Race Equality Code of Practice 2002 including the non-statutory A Guide to Schools within the same document.

Aims

At Silverstone CE Primary School, we value the individuality of all our children and are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos, we do not tolerate any form of bullying, racial harassment or discrimination.

We aim to promote and give the children a greater awareness of the cultural diversity within British society and ensure that the education we offer fosters positive attitudes to all people.

It is our aim to eliminate infant racial discrimination and to promote equal opportunities and good race relations in all areas of school life. We recognise the far-reaching nature of this and at Silverstone CE Primary School this will include:

- Pupil progress, attainment and assessment
- Behaviour, discipline and exclusion
- Pupils’ personal development and pastoral care
- Teaching and learning
- Admission and attendance
- The curriculum
- Staff recruitment and professional development
- Partnerships with parents and guardians and communities

We will achieve our aim by:

- Creating an ethos in which pupils and staff feel valued and secure
- Building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others
- Having consistent expectations of pupils and their learning
- Removing or minimizing barriers to learning, so that all pupils can achieve
- Ensuring that our teaching takes into account the learning needs of all pupils
- Promoting racial equality through our correspondence with parents, regular consultations with parents and members of the local community and displays of work

- Making clear to our pupils what constitutes aggressive and racist behaviour
- Identifying clear procedures for dealing quickly with incidents of racist behaviour
- Making pupils and staff confident to challenge racist and aggressive behaviour

The teaching methods and styles employed by the staff will take account of the needs of all pupils. Teaching methods will encourage positive attitudes to ethnic differences, cultural diversity and racial equality. The curriculum will take account of the ethnicity, background and language needs of all pupils to ensure that it is made relevant and meaningful by drawing upon areas of interest and experience in all pupils. The curriculum will reflect the cultural diversity within British society. As part of our schools' Community Cohesion practices, we are taking steps to further develop this area.

Every effort will be made to provide, acquire and develop inclusive resources, which will inspire children to learn about other ways of doing things, as well as valuing their own way. The school will encourage visitors from different ethnic backgrounds and religions.

Training and support will be given to staff where necessary, in teaching children with English as an additional language.

The achievements and progress of all pupils will be monitored. Alongside this, groups will be identified and their progress will be compared with the progress of all pupils. These groups will include gender, ethnic minority groups and children with special needs. If there are concerns over progress, then strategies will be implemented to address these.

The School's Commitments

We are committed to:

- Actively tackling social discrimination and promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents and guardians and with the wider community, to tackle racial discrimination and to follow and promote good practice
- Making sure the race equality policy and its procedures are followed.
- Recruiting the most suitable or capable applicant for specific positions. No candidate will be disadvantaged on the grounds of their ethnicity or cultural background.

Responsibilities

The Academic Governance Committee

The Governors are responsible for:

- Preparing, maintaining and reviewing this written statement of the schools' race equality policy
- Making sure the schools comply with the amended Race Relation Act 1976
- Making sure the race equality policy and its procedures are followed
- Identifying its own training needs in relation to racial equality and members are encouraged to attend relevant training sessions.

The Headteacher

The Headteacher is responsible for:

- Making sure the race equality policy is readily available and that the Governors, staff, pupils and parents know about it including ones new to the school
- Making sure the race equality policy and its procedures are followed
- Providing regular information for staff and governors about the success of the policy
- Making sure all staff know their responsibility and receive training/support in carrying these out
- Taking appropriate action in cases of racial harassment and racial discrimination including the reporting of instances.

All Staff

All staff are responsible for:

- Reporting racist incidents to the Headteacher or Deputy Headteacher
- Promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origin
- Taking up appropriate training/learning opportunities.

Visitors and Contractors

Visitors and contractors are responsible for:

- Knowing and following the Silverstone Schools' Racial Equality Policy.

Racism and Racial Harassment

The definition (recommended by the Stephen Lawrence Inquiry) of a racist incident is:

“Any incident, which is perceived to be racist by the victim or any other person”

The Stephen Lawrence Inquiry gives the following as a definition of “institution racism”

“The collective failure of an organization to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people”

Incidents may include:

- Threatened or actual physical assault
- Verbal abuse
- Expressions of prejudice calculated to offend others or to influence the behaviour of others
- Racist graffiti
- Distributing racist literature
- Wearing of badges or symbols belonging to racist organizations
- Name calling
- Teasing in relation to language, religion or cultural background

We recognise that:

- Racial harassment may be one aspect or an incident which also has other dimensions
- Comments may be made by parents or other adults as well as by children
- Incidents may involve group as well as individual behaviour
- Racist behaviour can occur without any person from the different ethnic group being present
- Act or expression may include negative body language – for example the refusal to sit next to or work with, a child of a different ethnicity.

The following principles underpin the school's approach to dealing with incidents of racial harassment:

- The perception of the person who has experienced harassment should be given particular attention
- All incidents should be responded to immediately and appropriately. School staff should understand that their reactions to such incidents will influence the attitudes of pupils. A failure to respond for example may be seen as condoning racist behaviour.
- All incidents should be reported to the Headteacher/Deputy Headteacher who will keep a log of all incidents.
- The response to an incident will vary according to the nature of the incident. Initially, staff should ensure the child understands why their behaviour or language is racist. The child should apologise verbally to the person offended and if appropriate and age-related, in writing. Additional sanctions may be applied and communication made with parents of the children involved.
- Incidents will be reported to the Local Authority.
- Breaches of this policy by staff will be dealt with by the Headteacher/Academic Governance Committee and if necessary, the Local Authority.