

St Katharine's CE (VC) Primary School 27th November 2008

Approved by FGB on 27th November 2008

Equality Opportunities Policy (including Racial Equality Policy)

1 Introduction

- 1.1 St Katharine's is a small rural school in a mixed economy area. Its catchment area is mainly rural and (apart from agriculture) does not support any significant industry or employer. The School's pupils are predominantly homogenous, though they include a number of different ethnic, cultural, linguistic, national and religious backgrounds.
- 1.2 The Racial Equality Policy is set out in the Appendix and forms part of this policy. References to "this policy" in this document include a reference to the Racial Equality Policy.
- 1.3 This policy will be reviewed in June each year.

2. Values and Aims

2.1 The School:

- promotes the principles of fairness and justice for all;
- aims to make the school a place where everyone feels welcome, safe and valued;
- opposes all forms of prejudice or discrimination on the grounds of colour or other physical features, disability, age, gender, nationality, race, religion or cultural, ethnic or linguistic background or origins and seeks to eliminate such prejudice and discrimination;
- promotes positive approaches to such differences and celebrates diversity in our community;
- shows respect for minority groups; and
- encourages good relations between all elements of the community.

2.2 The School ensures that all pupils have equal access to the full range of educational opportunities provided by the School.

2.3 The School ensures that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for all to achieve.

2.4 The School values and encourages involvement of people from all elements in the local community. We recognise that our society is made up of people with many different physical features and from many different racial, cultural, ethnic, linguistic and religious backgrounds and origins and that all pupils must be fully prepared to live in a diverse society.

3. Actions to support these values and aims

3.1 Language or behaviour which contravenes the above principles is not tolerated and will always be challenged. Should any incident involving such language or behaviour occur, we will act immediately to prevent any repetition. If anyone at our School should be the victim of such an incident, we will do all we reasonably can to support that person in overcoming such difficulties.

St Katharine's CE (VC) Primary School 27th November 2008

- 3.2 We will immediately remove any offensive graffiti that we may find at the school.
- 3.3 We promote an understanding of different cultures, languages and ethnic and religious attitudes and values through the topics studied by the children and we reflect this in the displays of work shown around the school. Our curriculum reflects the respect that we have for the various groups. For example, the history curriculum gives due emphasis to ancient African traditions and cultures in the work that children do on the Ancient Egyptians. Part of the religious education curriculum is devoted to the study of Islam.
- 3.4 The School will comply with guidance from the relevant education authorities, as well all statutory requirements.
- 3.5 All complaints concerning the implementation of this policy, including complaints about racist incidents, should be addressed to the Headteacher (or, if concerning the Headteacher, to the Governor named in paragraph 4.4 below) who will be able to refer you to the correct branch in the Local Authority that will be able to respond to your grievance, and will supply copies of relevant documents explaining the arrangements for considering complaints.

4 The role of Governors

- 4.1 The Governing Body has set out its commitment to equal opportunities and non-discrimination by adopting this policy statement and supporting its implementation.
- 4.2 When fulfilling its functions, the Governing Body will take positive action to promote all aspects of this policy, for instance in the development of the curriculum, in its recruitment and reward of staff, in controlling the school environment, its access plans and the facilities made available to pupils and in the implementation of school policy regarding uniform.
- 4.3 The Governing Body will support the Headteacher in his implementation of this policy.
- 4.4 The Governing Body will monitor the implementation of this policy and the compliance by the School of its legal obligations regarding equal opportunities and non-discrimination. It has designated Mrs Rosemary Cook as the Governor with particular responsibility for monitoring such compliance.
- 4.5 The Governing Body also monitors the effectiveness of this policy. It does so by:
- Monitoring the progress of minority groups and comparing it (so far as possible) with the progress made by other pupils at the school;
 - Monitoring the staff appointment process, so that no-one applying for a post at the school is discriminated against;
 - Requiring the Headteacher to report to the Governing Body on a regular basis (not less than once a year in writing) on the effectiveness of this policy;
 - Taking into consideration any complaints regarding equal opportunities from parents, staff or pupils;

St Katharine's CE (VC) Primary School 27th November 2008

- Monitoring the implementation of the school behaviour and exclusions policy, so that pupils from minority groups are not unfairly treated.

5. The role of the Headteacher

5.1 It is the role of the Headteacher to implement this policy.

5.2 The Headteacher's role includes ensuring that:

- all staff (teachers and non-teaching staff) are aware of the terms of this policy and of their responsibilities under it;
- teachers apply the policy fairly in all situations;
- all appointment, staffing and pay panels give due regard to the policy so that no-one is unfairly treated in relation to employment, pay and benefits or training;
- the aims and objectives of this policy are promoted in the development and teaching of the curriculum;
- all aspects of school life (for instance, school assembly and displays around the school) give support for respect for other people, as well as all other aspects of this policy;
- all visitors, including contractors, are aware of, and adhere to, the school's policy set out in this document.

5.3 The Headteacher treats all incidents of unfair treatment or discrimination seriously and will take appropriate action in the event of any breach of this policy. He will investigate each allegation of unfair treatment or discrimination appropriately.

5.4 The Headteacher will ensure monitoring of the impact of this policy through:

- Analysis of SATs results;
- Through the PANDA and Autumn Package;
- Tracking through all children's attainment levels;
- Monitoring of the School Development and Improvement Plan;
- Links with curriculum areas e.g. art, music and religious education;
- Monitoring learning outcomes of PHSE & Citizenship.

5.5 The Headteacher will make regular reports to the Governing Body (including not less one written report each year) regarding the incidence of discrimination contrary to this policy not previously reported. The Headteacher will also supply regularly reports with relevant statistics as to diversity within the school's population, attainment levels, attendance levels and sanctions/exclusions so that the impact and effectiveness of this policy may be assessed, but ensuring that no individuals can be identified.

5.6 Pending the appointment of another member of staff, the Headteacher will act as Equal Opportunities Co-ordinator.

6. Staff with specific responsibilities

The curriculum co-ordinators for PHSE, Citizenship and RE will ensure that each curriculum for which they are responsible will promote good relations between all elements of our society and generally will implement and support this policy.

St Katharine's CE (VC) Primary School 27th November 2008

In particular, co-ordinators will promote appreciation of diversity and understanding of others by use of positive images, challenging stereotypical images and maintaining balance.

7. The role of the class teacher

Each class teacher ensures that all pupils are treated fairly, equally and with respect, without discrimination against any child. The teacher will ensure that s/he supports this policy in all her/his actions.

When selecting classroom material, teachers pay due regard to this policy and seek to provide material that promotes good relations between all elements of society and understanding of diversity.

When designing schemes of work, teachers use this policy to guide them, both in their choice of topics to study and in how to approach sensitive issues. For example, history topics in our school include examples of significant contributions women have made to developments in this country's history. In geography topics, the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

8. The role of all staff

All staff, through their relations with pupils, parents, colleagues and the wider community, should promote good relations between all elements of society and an understanding of diversity.

All staff are responsible for applying the school policy appropriately to deal with any incidence of discrimination, and to identify and challenge bias and stereotyping contrary to this policy.

Staff should keep themselves up to date with all legislation against discrimination, including by attending training and information events as necessary and available.

APPENDIX

Racial Equality Policy

- A. The values and aims of the School are set out in section 2 of the Equal Opportunities Policy above ("EO policy").
- B. In addition to the steps described in section 3 of the EO policy to support those values and aims, the School will comply with all relevant guidance from Wiltshire LA, including dealing with Racist Incidents.
- C. Racial Incidents are defined in the guidance from Wiltshire LA as "any incident which is perceived to be racist by the victim or any other person" and are stated to be in essence where any form of behaviour causes humiliation, intimidation or ridicule or undermines a person on the basis of colour, ethnicity, religious beliefs, culture or nationality.
- D. It is the role of the Headteacher to implement this policy and, in particular he will:
- Comply with the guidance from Wiltshire LA;
 - Investigate all allegations of racist incidents within seven days of the incident being reported;
 - Maintain a Racist Incident Log in which all racist incidents are recorded, identifying each incident in the categories required by the LA;
 - Ensure that appropriate action is taken in respect of each racist incident;
 - Ensure that monitoring of racist incidents is undertaken as recommended by the LA;
 - Ensure monitoring of the impact of this policy in the same manner as is described in paragraph 5.4 of the EO policy.
- E. The Headteacher will make regular reports to the Governing Body (including not less one written report each year) regarding racist incidents.
- F. All staff are responsible for applying the school policy appropriately to deal with any racist incident, and to identify and challenge bias and stereotyping contrary to this policy. Staff should keep themselves up to date with race relations legislation, including by attending training and information events as necessary and available
- G. All complaints concerning the implementation of this policy should be addressed to the Headteacher or, if concerning the Headteacher, to Mrs Rosemary Cook the Governor designated for this purpose.

Signed: **Headteacher**

Signed: **Governor**