

Race Relations Policy

Rawcliffe Bridge Primary School gives children knowledge of and an insight into, beliefs and values, which enable them to reflect on their experiences in a way, which develops their spiritual, social, moral and cultural awareness. The ethos of the school promotes in children the skills they need in order to become a valued member of society. It contributes to the elimination of racism, sexism and all forms of discrimination. Britain is a multicultural society and children need to understand the concerns and values of people from a variety of backgrounds. The school curriculum gives the children information with which they can make skilled judgements. It prepares children for the opportunities, responsibilities and experiences of adult life.

The school's vision statement and all curriculum policy documents make reference to the social, moral, spiritual and cultural development of all children. The school's Behaviour Policy explains the kind of behaviour, which is expected and the kind of behaviour, which is not tolerated within the school community.

School Context

Rawcliffe Bridge Primary school is located in the village of Rawcliffe Bridge just west of the town of Goole. The area the school serves is not rich in different cultures, being mainly white English. However there are now more Eastern Europeans coming in to the area and it is the school's policy to welcome people from other cultures and to value the contribution they bring to our society.

Aims and Values

Racial discrimination in any form is not tolerated at our school. We actively seek to promote race equality and good race relations by:

- Monitoring progress and attainment of all pupil groups
- Setting and promoting high expectations of all pupils in their behaviour, and conduct around the school.
- Keeping pastoral records on all pupils and recording any significant issues or milestones.
- Monitoring the curriculum to ensure it is broad and balanced, that it shows progression and continuity and that it reflects the cultural diversity of our country.
- Monitoring the quality of teaching and learning through the observation of lessons, planning and assessment procedures to ensure that teaching

positively reflects the range of social and cultural needs of all pupils as far as is practicable.

☐☐ Fair and consistent application of the LEA admissions criteria

☐☐ Fair and consistent application of recruitment criteria. There are equal opportunities for all applicants and the school has full regard for the LEA policy and guidelines on equal opportunities.

☐☐ Identifying and providing opportunities for the professional development of all staff

☐☐ Maintaining and seeking ways to improve the partnership with parents and the local community.

☐☐ Working positively with the Friends of Rawcliffe Bridge Primary School to actively seek ways to involve parents from all ethnic and cultural backgrounds in school events.

Definition of Racial Incident

You have the right not to be discriminated against on racial grounds. The Race Relations Act 2000 makes it unlawful to treat a person less favourably than others on racial grounds. These cover grounds of race, colour, nationality (including citizenship), and national or ethnic origin. In practice, most racial discrimination in Britain is against people from ethnic minorities, but people of every background, race, colour and nationality are protected by the law.

The school's Behaviour policy clearly states that the school rejects racism.

The school would consider racism to be:

- ❖ Verbal abuse, which referred to the person's race, colour, nationality or faith.
- ❖ Physical abuse against a person because of his/her race, colour, nationality or faith.
- ❖ Unequal opportunity or access to any part of the school's curriculum or environment because of his/her race, colour, nationality or faith.
- ❖ Alleged discrimination in the provision of, failure to provide, a service
- ❖ Racial abuse by staff
- ❖ Racial incidents between staff
- ❖ Bullying with racial motives or undertones
- ❖ Failure to act to prevent abuse when advised that it was coming
- ❖ Complaints about racist graffiti
- ❖ Racial violence or threat of racial violence

A racial incident may also be defined as an incident "regarded as such by the victim or anyone else".

The school will record all incidents of racism between staff, between pupils, between staff and pupils, between parents/guardians and staff and between parents/guardians and pupils. Racial Incidents must be recorded by the person who witnessed the incident or to whom the incident was reported. Investigations must be made and witnesses, victims and suspects will be asked to write statements of the incidents.

Leadership, Management and Governance

Our school is committed to:

- Being proactive in promoting racial equality and good race relations and tackling racial discrimination at all levels in which it may occur.
- Encouraging, supporting and enabling all pupils and staff to reach their potential
- Working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination
- Ensuring the policy is followed.

Responsibilities

The Governing Body will:

- Ensure that the school complies with the Race Relations legislation
- Ensure that the policy and its related procedures and strategies are implemented

The Head teacher will:

- Implement the policy and its related procedures and strategies
- Ensure that all staff is aware of their responsibilities and are given appropriate training and support
- Take appropriate action in any cases of racial discrimination
- Notify the admin officer of any racial incidents and these will be logged with the Local Authority

All Staff will:

- 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 on racial grounds

People with Specific responsibilities

- The Head teacher, in conjunction with the Senior Teacher and a school governor is responsible for coordinating racial equality work
- The Head teacher or Senior Teacher is responsible for dealing with reported incidents of racism or racial harassment

Visitors and contractors

- Will be made aware of and comply with the school's race equality policy

Breaches of the Policy**Pupils**

If pupils do not comply with the race policy:

- A member of the Senior Management Team will speak with the pupil about their behaviour and attitude and outline the expectations for all pupils and staff at the school.
- Appropriate sanctions will be set that are in line with the behaviour policy
- The parents of the pupil will be informed about their behaviour or attitude of the pupil.
- If necessary, a meeting will be held between the parents, pupil and the Head teacher to discuss the incident and any further action required.

Staff

If staff do not comply with the race policy

- The Head teacher will speak with them. The Head teacher will reinforce the policy and set out clear expectations of staff.
- Staff may be required to attend appropriate training

Signed:

Date:

Date of Review: