Ashleigh Primary School

Race Equality

Policy

Reviewed: December 2021

Staff: February 2022

Approved by Governors: March 2022

Review date: December 2023

*This policy should be read in conjunction with the school’s Racial Harassment policy.*

**British Values**

Through its curriculum, extra-curricular activities, teaching and learning this school will promote British values. By doing so, we will ensure that all learners understand the values that have traditionally underpinned British society. The teaching of these values will promote cohesiveness within our school and community. We will prepare pupils for life in England where the population has an increasingly rich diversity of backgrounds, origins, beliefs and cultures by promoting the values on which our society has been built. By teaching pupils these values we will help all to become good citizens of the United Kingdom of Great Britain and Northern Ireland.

**Race Equality and Racial Harassment**

Implicit in all our policies is a belief in race equality and everything will be done to promote this. We do not tolerate racial harassment. (Refer to School’s Race Equality and Racial Harassment Policies).

1. **Race Equality**

Ashleigh school is committed to the promotion of race equality and the elimination of racial discrimination. We seek to promote good relationships between people of different backgrounds and cultures and to celebrate the cultural diversity present in our society. We will vigorously pursue this aim for all students, staff and wider school community. This school will not accept any acts of overt discrimination and will fully implement its Racial Harassment Policy. It will actively seek to remove any forms of institutionalised racism by the measures outlined in this policy.

Therefore Ashleigh school has adopted a whole school approach to promote racial equality and to eliminate racial discrimination. Race equality issues will be reflected as a specific aim in all new and revised policies, and will be linked to the school development plan where clear actions and targets will be set. The whole school community will be involved in the implementation, review and evaluation of both policy and procedures.

Any breach of this policy and the Racial Harassment policy by (pupils, staff or others) will be dealt with by the Head teacher and, if necessary the Governing Body.

The responsibility for developing, implementing and monitoring this policy will lie with the Head teacher and the Governing Body.

1. **Ashleigh School will ensure the following**
   * **All Policies** will be monitored for their impact on pupils, parents and staff from different racial groups.
   * **Assessment, assessment outcomes and allocation to teaching groups** are fair and equitable to pupils from all ethnic groups.
   * **Teaching** will reflect the needs of pupils from all ethnic groups and will celebrate diversity.
   * **Resources** will reflect the culturally diverse nature of British society and the cultural needs of the school community. They will promote the understanding of cultural diversity and racial harmony.
   * **Our admission, disciplinary and exclusion procedures and processes** will be fair and equitable to pupil from all ethnic groups and will be monitored to ensure that this takes place.
   * **Religious Observance.** Pupils will be provided with opportunities to fulfil their religious obligations. Provision will be made to meet the dietary requirements of pupils.
   * **Pupils’ attainment and progress** in individual subjects will be monitored by ethnic group and subdivided by gender and language.
   * **Disparities** in the attainment and progress of particular ethnic groups will be monitored and appropriately addressed by the school via our tracking system.
   * **Achievements and progress** of pupils from all ethnic groups will be celebrated and valued by the school.
   * **Extra-curricular** activities will be accessible to all pupils.
   * **The appropriate support and guidance** will be offered to every pupil according to need, taking into account their cultural and linguistic needs
   * **Pupils on work experience** should not be subject to racism or racial harassment and schools will respond immediately and supportively to any reported incidents. Work place partners will be made aware of the school’s Race Equality and Harassment policies.
   * **Racism, racial discrimination and racial harassment** will not be tolerated in this school and are dealt with by the provisions of the school’s Racial Harassment Policy.
   * **Parents, governors and community partnerships** will be developed by the school for all ethnic groups. Every effort will be made to ensure that parents are regularly informed of their child’s progress, in the language most appropriate for the parent. All parents are encouraged to play an active part in school life, particularly where the race, culture, faith or gender of the parent is under represented in the workforce.
   * **The Governing Body.** Every effort will be made to ensure that the governing body reflects the composition of the pupil body and the local community. The school will ensure that governor support will be appropriate for all ethnic groups.
   * **Recruitment and selection procedures** will be consistent with the statutory race relations Code of Practice in employment and will be monitored to ensure that discrimination is not taking place. Every effort will be made to ensure that the staffing of the school reflects the pupil population.
   * **The development and promotion of staff** will be monitored to ensure that all groups benefit appropriately and equally.
   * **Staff and Governor Training.** Staff will be given, and governors offered, regular and systematic training on race equality issues.
   * **Consultation** with all the stakeholders in the school community on the provisions, procedures and monitoring of this policy will be an integral part of its creation and implementation.

Chair of Governors: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Headteacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_