



Policy

for

Race Equality

Chair of Governors: _____ Date: _____

Acting Headteacher: _____ Date: _____

Date for Review: _____

Policy for Race Equality

‘Promoting race equality is not something you can choose to do or not do.’

‘Schools have an important role because it is through education that we can change the culture of discrimination to a culture of equal opportunity.’

The Commission for Racial Equality (CRE) - 2002

Introduction/Rationale

Knighton C in W Primary School understands and accepts its statutory general duty to promote race equality by:

- Eliminating unlawful racial discrimination;
- Promoting equal opportunities;
- Promoting good relations between people of different racial groups.

Knighton C in W Primary School also understands and accepts its statutory specific duty to:

- Implement its Race Equality Policy which is now an Appendix of the school’s Strategic Equality Policy (formulated in April, 2012);
- Maintain and monitor the impact of the policy;
- Assess and monitor the effects of our Race Equality Policy on pupils, parents, carers and staff from different racial groups;
- Take steps to publish annually the results of its monitoring;
- Record, report and investigate any allegations of racist incidents.

This Race Equality Policy, its associated Action Plan and the strategies, practices, procedures, teaching and learning that stem from it are evidence that we take our duties seriously and are striving to be proactive:

- In promoting race equality
- In promoting good race relations and equal opportunities
- In tackling racial prejudice and racial discrimination.

The areas of school activity that we need to take account of in order to meet our duties may vary over time but will include:

- Admissions
- Equal opportunities
- Curriculum and Resources
- Teaching and Learning (including extra curricular activities)
- Monitoring progress, attainment and assessment
- Personal development and pastoral care
- Management of behaviour, discipline and exclusion
- Social Inclusion
- Partnership with parents and communities
- Staff/Governor recruitment and continuing professional development
- Reporting and recording racism
- Language and culture
- Use of School Premises

Our School Context

Knighton Church in Wales Primary School is a voluntary controlled church school situated in the small border town of Knighton. The school is overseen by Powys Local Education Authority (LA) and the diocese of Swansea and Brecon. The school shares a site with the town's leisure centre. Pupils who attend the school come mainly from the town and the surrounding areas.

In our last inspection report, the catchment area was described as being neither prosperous nor economically disadvantaged. However, in the 2011 UK census, **wages were described as low (e.g. 20%+ of homes have no car)** despite the fact that 2.9% of adults of working age are unemployed compared with 3.3% in Wales. The area includes three estates of council rented properties.

Perhaps the most significant figure for our school is that **33.6% of the population have no qualifications; a half as much again as in the rest of Wales (23.6)** and much higher than Powys (22.6). The Joseph Rowntree Foundation considers **the low educational qualifications of parents to be one of the three most significant risk factors** when considering pupils' chances of doing well at school. We currently run sessions for parents who feel they need support to help their children with reading and numeracy and work hard to raise the expectations of pupils and parents.

Our current NOR is 230. In 2011 Knighton had a population of 3007. Compared with Powys (28.0%) and Wales (26.7%) only 12.3% of the population can speak or read some Welsh. Only 33% of Knighton's population were born in Wales compared with 50% in Powys and 73% in the rest of Wales. Only 28% of Knighton's population consider themselves to be Welsh, under half the percentage in the rest of Wales (57%) and much lower than in the rest of Powys (43%). The school works hard to promote the Welsh language and culture.

The school caters for pupils aged between 3 and 11 years. Whilst the ability range is mixed, a high percentage of pupils enter the school with very poor communication skills. 2013 PLASC data shows 5.6% of our pupils at School Action and 22.4% at School Action Plus levels of ALN interventions. More than three quarters of our SAP pupils attend the Specialist centre.

When data was last collected, 18% of pupils were eligible for free school meals.

The school completed CAF referrals and attended multi-agency meetings for 4.3% of our 230 pupils and their families this year; another indicator of need. We have two child protection officers who have regular meetings with the Llandrindod social work team, counselling services and Action for Children.

0.7% of pupils are from an ethnic minority background. Attendance for the last academic year was 95%, putting us in quartile 1. There were no exclusions.

At Knighton, we aim to ensure that everyone has the same chances and opportunities irrespective of race, religion, sex, class or disability. We believe that by working together and consulting with all our stakeholders, everyone feels valued and included - a key factor for school improvement.

Our Aims and Values

The school's Race Equality Policy is based on the school's aims, values and vision statement:

'Love of God, love of others, love of learning'.

Our whole school ethos promotes the principle aims of the Race Equality Policy which are to:

- *Eliminate unlawful racial discrimination*
- *Promote equal opportunities*
- *Tackle racial prejudice and racial discrimination*
- *Celebrate and promote cultural diversity and multilingualism*

Leadership and Management

To ensure that the school is proactive in promoting race equality and tackling racial discrimination the following responsibilities have been identified:

Governing Body Responsibilities:

- Ensuring that the school complies with race relations legislation;
- Strategic oversight of this policy and its related procedures;
- Reviewing the Race Equality Action Plan and monitoring its progress;
- Ensuring that strategies relating to this policy are implemented and reviewed;
- Considering and acting on reports from the Acting Headteacher and school staff;
- Ensuring that race equality is considered when approving new and revised school policies and other documentation;
- Endeavouring to ensure that the Governing Body reflects the cultural and ethnic composition of the school and its surrounding community.

Acting Headteacher's Responsibilities:

- Implementing the policy and its related procedures and strategies;
- Ensuring that staff, visitors and contractors are aware of their responsibilities and receive appropriate guidance and support;
- Ensuring that parents and pupils are aware of the policy:
Pupils will be made aware via policy, practice, procedures, curriculum opportunities, collective worship, PSE and the school's anti-bullying policy; Parents may access a copy of the policy, which will also be put on the school's website.
- Taking appropriate action over racist incidents and other matters of policy infringement;
- Keeping the Governing Body informed of matters relating to the policy.

Responsibilities of All Staff

- Promoting racial equality and good race relations;
- Avoiding discrimination on the basis of race, colour, nationality or ethnicity;
- Recognising and challenging racist incidents, harassment, prejudice and stereotyping;
- Ensuring that racist incidents are reported and recorded;
- Keeping up-to-date with the law on discrimination and taking-up opportunities for further training.

Race Equality Co-ordinator Responsibilities:

- Co-ordinating work on race equality;
- Recording, reporting and monitoring reported incidents of racism.

The Acting Headteacher has been appointed to this role.

Procedures - Admissions

- We adhere to Powys County Council school admission arrangements as published in the Primary and Secondary School Information and Admission Arrangements booklet for parents.
- We recognise that inclusion begins on day one of arrival in school and successful inclusion is closely related to reception procedures and early experiences. We will provide a warm welcome to all families seeking places for their children, provide necessary information about the school (and/or the appeals procedures) and implement appropriate strategies to help new arrivals settle into the school.
- Our school will not discriminate against applicants for school places based on their race, ethnicity or language.
- Our school will encourage all families seeking places for their children to provide as much background information as possible e.g. ethnicity; home language etc. Information will then be recorded and when appropriate, shared with the Local Authority and the WG.

Procedures – Curriculum and Resources

- Cultural and religious diversity will be reflected in our school's resources and celebrated across the whole curriculum. This aspect of the policy will be monitored by the Acting Headteacher.
- The school's curriculum will enhance pupils' understanding of Welsh and British society and history, including the contributions of minority ethnic groups.
- The school's curriculum and its resources will aim to meet any additional learning needs relating to pupils' ethnicity, language or religion. This aspect of the policy is the responsibility of the Acting Headteacher who is also SENCo.

Procedures – Teaching and Learning

- All staff will strive to create an environment where all pupils can participate, learn, contribute and feel included and valued.
- Teaching will take account of pupils' cultural/ethnic background, language needs and learning styles.
- Teachers will challenge stereotypes, giving pupils the understanding they need to recognise prejudice and reject racial discrimination.

Procedures – Monitoring Progress, Attainment and Assessment

- Pupils' achievement will be monitored through internal and external assessments and as part of reporting and recording procedures.
- Attention will be paid to ethnicity, home language, EAL stage and other relevant factors when predicting, reporting, supporting and measuring pupils' achievement, and when target setting.

Procedures – Personal Development and Pastoral Care

- We will ensure that pupils have access to information sources that enable them to explore their own culture and background, and those of their peers.
- We will take the race equality concerns of parents and pupils seriously and deal with them sensitively and supportively.

- All staff are responsible for providing pupils with the necessary skills, knowledge, understanding and confidence/support to recognise and challenge bias, injustice and discrimination, including racism.
- Collective Worship and other opportunities will be used to celebrate the diversities of language, faith and culture within the school, local area, Wales and UK. Visits to places of worship for other faiths will be organised.
- Race issues will be discussed with pupils.

Procedures – Management of Behaviour, Discipline and Exclusion

- All records regarding behaviour, discipline and exclusion will be periodically scrutinised with regard to ethnicity, home language and EAL stage.
- If, from analysis of the above, issues relating to race equality are identified, then actions will be taken.

Procedures – Social Inclusion

- The Acting Headteacher will maintain an overview of the ethnicity, home language and EAL stage of all pupils recognised to be at risk of exclusion, or failing at school through disaffection.
- Appropriate measures, that take into account ethnicity, home language and religion, will be taken to ensure pupils attend school regularly and that there is clear home-school communication regarding matters of attendance.

Procedures – Partnerships with Parents and Communities

- We will endeavour to share celebrations of cultural diversity with parents and the local community.
- We will encourage parents from all ethnic and language backgrounds to feel part of the school and be involved in school life.
- We will ensure communication is clear, using the services of a translator/interpreter when necessary.

Procedures – School Recruitment and Continuing Professional Development

- The Governing Body will be proactive in trying to recruit a body of staff that reflects the diverse nature of British society.
- Application, interview and appointment procedures will be carefully planned and managed to ensure candidates are treated fairly.
- The Acting Headteacher will ensure all newly appointed staff are provided with a copy of this policy.
- A record of continuing professional development will be kept.
- All staff will be given appropriate training in promoting race equality.

Procedures – Reporting and Recording Racist Incidents

Our school, along with Powys County Council, Dyfed Powys Police and many other local/national organisations, has adopted the following definition of a 'Racist Incident' that was developed as a result of the 1999 Stephen Lawrence Inquiry Report:

'A Racist Incident is any incident which is perceived to be racist by the victim or any other person'

All allegations of racism/racist incidents will be recorded and investigated by the Acting Headteacher. If she is unavailable, the Acting Deputy Headteacher will take responsibility.

Written reports of any alleged incident will be provided for:

1. Powys County Council - Schools and Inclusion, marked for the attention of Imtiaz Bhatti, Additional Learning Needs Officer: EAL/MEA
2. The Chair of Governors – Mrs Julia Llewellyn-Roberts
3. The designated governor – Mrs Cath Mellings
4. In the event of the racist incident targeting a pupil, the child's class teacher will receive a copy of the report.

NB The copy of the report sent to Powys County Council should not contain the names of any individuals involved in racist incident allegations

Procedures – Policy Monitoring, Evaluation and Review

- The Governing Body will evaluate and review this policy annually.
- Where appropriate, evaluation and review procedures may involve staff, pupils, parents and organisations who are not part of the Governing Body.
- Following evaluation and review appropriate amendments will be made.
- The evaluation and review process will include an updating of the Race Equality Action Plan.