



RACE EQUALITY PLAN

Adopted by the Governing Body

on September 19th 2018

Signed David B. Hake Chair of Governors

Date October 16th 2018

A Whole School Policy for Race Equality

Background

This policy is in addition to our Equal Opportunities Policy and has been produced following the statutory code of practice, which came into effect from May 2002.

Aims

- Children should be aware of the diverse nature of the society in which we live.
- The education offered in this school should provide pupils with a positive attitude to the differences between people, whether they are differences of ability, gender, race or creed and ensure that they are prepared for life in a multi-cultural society.
- This school should be a welcoming place for all its members and visitors, whatever their culture, race or creed.
- Adults in the school should be aware of any implied racism and be able to deal with it appropriately.

Race Equality – Statement of Principle

This policy outlines the commitment of Ysgol Penrhyn Dewi's staff, pupils and governors, to make racial equality an integral part of the school ethos of inclusion.

- We are committed to eliminating unlawful racial discrimination and harassment.
- We will challenge stereotypes and prejudice against any minority group.
- We will work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination.
- Ysgol Penrhyn Dewi is not in an area of great ethnic diversity and therefore, we must bring these issues to the fore in a positive way and teach respect for all minority groups.
- The school will welcome anyone from a different ethnic or national group.
- We will try to ensure that reading and educational materials reflect the multi-cultural society in which we live.
- The school endeavours to ensure inclusion of all pupils and prepare them for life in a multi-cultural society.
- In employment situations, we will follow the LEA guidelines – posts will be open to all groups and the Equal Opportunities Monitoring Form will be completed and returned to the LEA after the appointment is complete.
- All staff will be offered equal opportunities for training and development.

School Context

- The school is in an area of Wales where there is limited interaction with people from other races but it is a country that has two distinct cultures i.e. Welsh and English, as well as minority groups i.e. gypsy families.
- Over the years, it has been noticed that the majority of pupils from ethnic minorities achieve the required academic standards and when they have not, it has been due to low ability rather than a language barrier.
- All incidents of racial abuse are followed up and dealt with immediately.

Methods of Promoting Race Equality

1. The curriculum should reflect the attitudes and values and respect that we promote minority ethnic groups.
2. The teaching of values and citizenship should emphasise the importance of a person's character rather than the colour of their skin or the difference of their beliefs.
3. Through RS and collective worship, the children should learn to appreciate the similarities and differences between various faiths and where appropriate the pupils from ethnic minorities should be encouraged to teach others about their faiths and customs.
4. The school will follow the LEA guidelines on admission, which does not permit gender, race colour or disability to be used as criteria for admission.
5. All children's names should be recorded accurately and pronounced correctly and children should be encouraged to call others by their correct name.
6. When purchasing new classroom materials, teachers should show due regard to suitability and avoid materials which exhibit any hint of racist, sexist or cultural prejudice or stereotyping.
7. Children should be offered opportunities to experience other cultures, faiths and races through talks, visits, visitors and links with other schools/communities.

Responsibilities

a) Governing Body

Ensure the school complies with the Race Relations legislation.

Ensure that the policy and related procedures and strategies are implemented.

b) Headteacher

Implement the policy, procedures or strategies

Take appropriate action in cases of racial discrimination. Monitor and report all incidents to the LEA, each term. Support staff awareness raising or training for inclusion.

c) Staff

Identify and report all such incidents to the Headteacher. Promote racial equality and good race relations through the curriculum and social studies. Identify and challenge any stereotypes associated with any minority groups. Keep up to date with the race relations legislation.

d) People with specific responsibilities

The Head Teacher will co-ordinate work on racial equality and report all incidents.

Identify Racist Behaviour

Racist behaviour may be defined as any hostile or offensive act or expression by a person of one racial/ethnic origin against a person from a different racial/ethnic origin.

These acts may include:

- Physical assault
- Derogatory name calling, insults or racist jokes
- Racist graffiti
- Provocative behaviour e.g. wearing racist badges or insignia
- Verbal abuse or threats
- Racist comments during the course of discussion in lessons
- Ridicule of anyone with different beliefs or customs
- Refusal to co-operate with anyone from a different ethnic origin.

Dealing with Breaches of the Policy

- All racist incidents must be dealt with, no matter how trivial.
- The Headteacher must be made aware of such incidents.
- If incidents revolve around lack of tolerance, this should be tackled by class teachers through the curriculum and class discussion e.g. Circle Time, class council.
- Verbal or physical abuse must be reported to the LEA and the parents of the children concerned should be informed.
- Pupils must be told exactly why their behaviour is offensive and unacceptable.
- Graffiti should be removed as soon as possible.
- Racist badges and insignia are not allowed in the school.
- Serious or on-going incidents of discrimination involving staff or individual pupils would be dealt with through formal disciplinary procedures.

A copy of this policy will be available in school for any parent or member of the community who wishes to see it.

Anyone having a grievance against a member of the school may make a formal complaint through the usual Complaints Procedure, details of which are available from school.