



Kibworth CE Primary School

A place of discovery and friendship

RACE EQUALITY POLICY

AIMS AND VALUES - We value the linguistic, cultural and religious diversity of the school and its community. Our aim is to eliminate any racial discrimination and to actively promote equality of opportunity and good race relations in all areas of school life.

COMMITMENTS - We are committed to making sure that this Race Equality Policy and its procedures are followed.

ROLES AND RESPONSIBILITIES

Governing body - The governors are responsible for:

- making sure that the school complies with the Race Relations Act 1976, as amended by the 2000 Act; and
- making sure that the Race Equality Policy and its procedures are followed.

Head Teacher - The head teacher is responsible for:

- making sure that the Race Equality Policy is readily available and that governors, staff, pupils, parents and guardians know about it;
- making sure that the Race Equality Policy and its procedures are followed in school and during school activities outside of school;
- producing, annually, information for staff and governors about the policy and how it is working;
- ensuring that staff receive training on the policy, if necessary;
- making sure that all staff know their responsibilities (see below) and receive training and support in carrying out these responsibilities; and
- taking appropriate action/ensuring that staff take appropriate action in cases of racial harassment and racial discrimination.

All staff - All staff are responsible for:

- dealing with racist incidents;
- recognising and tackling racial bias and stereotyping;
- promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins;
- taking up training and learning opportunities, both in school and out of school, on discrimination; and
- delivering an inclusive curriculum within which all ethnic groups can feel valued and within which inequalities are addressed.

Assessment/Core Curriculum Co-ordinators

The co-ordinators are responsible for:

- Analysing statistical information on the performance of Kibworth CE's pupils by ethnic group and reporting back to the Senior Management Team, the Working Party and Governors, as appropriate.

Working Party: - The members of the Working Party are:

The Headteacher, Chair of Governors, members of the Senior Management Team with responsibility for Assessment and Recording Racial Incidents, the Equal Opportunities Foundation, Care and Guidance subcommittee with specific responsibility for Race Equality

The Working Party is responsible for:

- developing and annually reviewing the Race Equality Policy
- keeping up-to-date with any changes which affect this Policy and/or how the school meets its race relations duties

Visitors

- Visitors are required to follow the Policy in all their dealings with the school.

MEETING THE SCHOOL'S SPECIFIC DUTIES UNDER THE RACE RELATIONS ACT 1976 (as amended by the 2000 Act)

Planning and Developing Policy:

- We will build race equality throughout the school through ethnic monitoring, target setting and a positive school ethos. Targets will be set across all areas which are relevant to our pupils, including academic, social and esteem-building. Targets are set for each individual child as well as for groups of children.

Ethnic Monitoring:

- Each term information is collected on the level which each child has reached in the core subjects. In addition, a pupil achievement tracking system will be used to record progress being made by each child on an annual basis.
- This information will be broken down according to ethnic groups
- Ethnic data on pupils' attainment and progress is collected by the local authority. The Assessment Team will analyse this statistical information - as it relates to our school – together with more detailed information based on additional school data.

Racial Incidents Monitoring

- The Headteacher will maintain a Racial Incidents Folder.
- Lunchtime supervisors must report any incident(s) which occur during the lunchtime to the Senior Lunchtime Supervisor. The Senior Lunchtime Supervisor must, then, report the incident(s) to the relevant Key Stage Coordinator.
- Teachers must report any incident(s) to the Key Stage Coordinators and Headteacher
- Children **may** be sent, or taken, to the Coordinators or the Head Teacher so that, as part of their punishment, they can see the incident(s) actually being recorded
- Serious incidents will be recorded formally through the use of School Racial Incident Report Forms to be completed by any member of the Senior Leadership Team. Such incidents will be reported to parents by the Senior Leadership Team.

- The Headteacher and Senior Leadership Team will act as Monitoring Officers and record all racially motivated incidents in the Racial Incidents Folder. They will review any patterns or trends and report to them to the Foundation, Care and Guidance, where decisions about any action will be taken.
- This information (minus names) will be made available to the Governing Body: it will be a standing item on the Governing Body Agenda at the end of each year. The information will also be made available to the LA via the Minutes of the meetings of the Governing Body.

Disseminating the results of monitoring

In line with the Freedom of Information Act parents can request information about the number of racial incidents which have occurred (minus names).

- If a pattern or trend is identified by the Senior Leadership this will be reported at a Staff meeting and the information will be provided to the Governing Body.

PUTTING THE RACE EQUALITY POLICY INTO PRACTICE

The School will review its Race Equality Policy on an annual basis.

The review will take into consideration factors such as:

- whether or not Kibworth CE School has complied with its **general duty** under the amended Race Relations Act:-
To promote race equality i.e aim to - eliminate any unlawful racial discrimination; - promote equal opportunity; and - promote good relations between people of different racial groups
- whether or not Kibworth CE School has complied with its **specific duties** under the amended Race Relations Act:-
 - (i) - *to have a written policy for promoting race equality*
 - (ii) - *to put in place arrangements for fulfilling the following duties:*
 - *assessing the impact of policies on pupils, staff and parents of different racial groups including, in particular, the impact on pupils' attainment; and*
 - *monitoring, by reference to their impact on such pupils, staff and parents, how the policies operate, including how they impact upon pupils' attainment levels*
 - (iii) - *to maintain a copy of the Race Equality Policy and fulfil the duties.*
- whether or not the Race Equality Policy has been effectively put into practice during the year ending immediately before the review.

TRAINING

A training session will be run for all existing staff. Thereafter, training will be incorporated into the induction process for all new members of staff.

PUBLISHING AND PROMOTING THE POLICY

- We will publish a review of progress, together with the new targets in the annual SIP.
- We will publish this Policy on the London Grid for Learning and through the School Website so that it is accessible to the whole school community.

ASSESSING THE EFFECTS OF THE SCHOOL'S RACE EQUALITY POLICY

The Commission for Racial Equality's "Learning For All Standards for Racial Equality" will be used to carry out an annual assessment of Kibworth CE's performance in relation to equalities. There are 7 standards and all 7 will be used. The 7 standards are:

- a. Policy, Leadership and Management;
- b. Curriculum, Teaching and Assessment;
- c. Admission, Attendance, Discipline and Exclusion;
- d. Pupils – Personal Development, attainment and progress;
- e. Attitudes and Environment;
- f. Parent, Governors and Community Partnership;
- g. Staffing – Recruitment, Training and professional Development.

ACTION PLAN

We plan:

- (a) to review the School's Behaviour Policy, with specific reference to monitoring of racial incidents each year.
- (b) to include a race equality statement within each policy as and when each of Kibworth CE's policies fall due for review.
- (c) to continue the review of the School's Recruitment and Selection of staff.
- (d) to examine and compare attainment and progress data collected according to ethnic groups. We will analyse the data, seeking to identify any differences, patterns or trends in attainment and progress between ethnic groups. This will include analysis of Baseline Assessment and Foundation Stage Profiles by ethnic group where sufficient data is available.
- (e) The Working Party will, each year, assess the School's performance in relation to equalities, using the Commission for Racial Equality's 7 standards. The meetings of the Working Party will be dedicated to the review of the standards.

DATE OF POLICY: Sept 2015

Approved by the Governing Body

Signed:

Kate Foster
Chair of Governors

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David Briggs
Headteacher