



**Victoria Park**  
Primary Academy

# **Race Equality Policy**

2013

# Race Equality Policy

## The Aim of this Policy

This policy applies to all pupils, teachers, support staff and governors. It covers the members of all ethnic and national groups represented in the school community.

Victoria Park Academy is fortunate to serve a diverse ethnic community. As a school we are committed to promoting racial harmony, equality and community cohesion in all that we do. We believe this enriches the life and work of the school and we are committed to meeting the various challenges this presents.

## Definitions

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

There are four main types of racist incident:

1. Verbal abuse, such as name calling
2. Harassment, such as continual nuisance however minor
3. Damage, such as graffiti or when property is damaged
4. Assault, such as person being physically attacked.

Racial discrimination consists of treating a person, on racial grounds, less favourably than others are or would be treated in the same or similar circumstances. Racial grounds are grounds or race, colour, nationality, including citizenship or ethnic or national origins.

As a school we are aware that the effects of racism are numerous, including damage to self esteem and act as a barrier to the educational progress and overall development of children and adults.

## Principles

The staff and governors at Victoria Park Primary School are committed to protecting the rights of both pupils and staff to achieve their full potential in an environment which values cultural diversity and is free from racial discrimination and harassment.

We are committed to:

- Affirming and valuing cultural diversity
- Eliminating racial discrimination and harassment
- Developing an anti-racist climate among pupils and staff
- Promoting community cohesion through good relations between members of different racial, cultural and religious groups and communities.

## Promoting Race Equality

We are committed to promoting race equality and community cohesion in all that we do. We do this in a number of ways:

- our relationships with parents and local community groups
- the lessons we teach
- the care, guidance and support we provide for pupils
- the school curriculum
- pupils' progress, attainment and assessment
- the recruitment of staff and governors
- the training we undertake
- the after-school activities we organise
- behaviour, discipline and exclusions
- admissions, transfers and attendance

## Our Approach

In order to fulfil the requirements of this policy, we will:

- Ensure that the promotion of racial equality and community cohesion is included in all our development planning and through all of our policies
- Use monitoring information to help us to identify where there are inequalities between different ethnic groups
- Attempt to eradicate inequalities in progress and attainment between different ethnic groups (including white pupils), bilingual learners, traveller, refugee and asylum seeker pupils
- Show respect for cultural diversity through teaching and learning processes that reflect the ethnic diversity of our school and our society
- Maintain high expectations for pupils from all ethnic groups and ensure that our assessment processes are non-discriminatory
- Ensure that our procedures for admissions, attendance, exclusion and discipline are fair and do not discriminate against any ethnic group
- Support the development of high levels of self esteem and seek to support, engage and motivate all pupils
- Promote an ethos and environment where all pupils, staff and visitors feel safe and welcome
- Improve communication with parents so they can participate fully in their child's education
- Work to increase the representation of people from black and minority ethnic groups through all levels of the workforce, in our Governing Body and in our community links

### **Monitoring and Assessing the Impact of this Policy**

The governing body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented. The headteacher is responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur, to know how to identify and challenge racial and cultural bias and stereotyping, to support pupils in their class for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.

The procedure for **reporting racist incidents** is attached to this policy as an addendum.

The Race Relations (Amendment) Act 2001 places a duty on schools to:

- review and revise existing policy and practice to ensure that race equality is actively promoted
- monitor systematically provision and outcomes by ethnicity
- evaluate the effectiveness of the race equality policy and to report outcomes from time to time.

The school leadership team will assess and monitor the above through the analysis of assessment data based on ethnicity. This will allow the school to identify differences in performance and rates of progress of black and minority ethnic pupils compared to other groups. The results of such analyses will be used to plan positive changes to ensure that this policy has an impact on pupil outcomes.

Other areas of provision will also be monitored. These will include:

- standards and achievement
- curriculum and teaching and learning
- behaviour management (including exclusions)
- racist incidents and bullying and harassment
- parents/carers' involvement in school
- admissions, attendance and punctuality

This policy will continue to be reviewed as part of governors' normal monitoring duties in conjunction with the Single Equalities Policy.