



Racial Equality Policy

Last update November 2015

Review of this Policy

This policy will be reviewed annually or sooner if legislative changes or good practice guidance dictate.

At Hazelbeck School we value the individuality of all our pupils. We are committed to giving pupils every opportunity to achieve their potential. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that Hazelbeck School promotes the individuality of all our pupils, irrespective of gender, age, social economic group, disability, sexual orientation, religion or belief and ethnicity. We aim to reflect the multi ethnic nature of our society and ensure that the education we offer fosters positive attitudes towards all people.

This policy reflects the general and specific duties on schools as detailed in the Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related school policies – Safeguarding, Child Protection, Equal Opportunities, Inclusion, Special Educational Needs and Code of Conduct.

It is our duty to have due regard to:-

- eliminate racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups
- monitor the impact of this policy on pupils, staff and parents
- ensure that all safeguarding procedures are in place and followed

Aims and objectives

At Hazelbeck School we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure
- building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others
- having consistent expectations of pupils and their learning
- removing or minimizing barriers to learning so that all pupils can achieve their full potential
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning

- actively tackling racial discrimination and promoting racial equality through curriculum activities, newsletters to parents and displays of work
- regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures
- identifying clear procedures for dealing quickly with incidents of racist behaviour
- making pupils and staff confident to challenge racist and aggressive behaviour

Teaching and learning style

We aim to enable our pupils to achieve their full potential.

To support this, teaching and learning will:

- ensure equality of access for all pupils
- use materials that reflect a range of cultural backgrounds, without stereotyping
- promote attitudes and values that will challenge racist behaviour
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- seek to involve all parents in supporting their child's education
- provide educational visits and extra-curricular activities that reflect a range of cultures
- build on prior learning when setting learning targets
- make best use of all available resources for all pupils
- promote cross curricular links between subjects to challenge racial stereotypes

Tackling racial harassment

Any incident of racial harassment is unacceptable in Hazelbeck School. Any adult witnessing or having involvement in an incident or being informed about an incident must follow agreed procedures:

- discuss the incident with the pupils or adults in an appropriate way
- report the incident to the head teacher or deputy head teacher
- record what happened in the incident book (kept in the main office)
- inform both sets of parents, if appropriate

Policy into practice

- The racial equality policy will be monitored in line with other policies in the monitoring and evaluation calendar
- When policies are reviewed in future, governors will ensure that due regard is given to the promotion of racial equality within each policy.

Policy impact

- We make regular assessments of pupils' learning and use this information to track pupils' progress, as they move through the school. As part of this process, we regularly monitor the performance of different racial groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary.
- School performance information is compared to national data and LA data, to ensure that pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.

- We consult with staff, parents and pupils about their opinions on the impact of our policies. Parents receive an annual questionnaire about the school.
- Our monitoring activities enable us to identify any differences in pupil performance. This allows us to take appropriate action to meet the needs of specific groups and to set targets in our strategic plan, in order to make the necessary improvements.

Staff development

- All members of staff are entitled to appropriate training, in order that they can play their full part in ensuring that our school promotes racial equality. Training is linked to priorities within the school's strategic plan. Funding for professional development is identified within the Standards Fund.
- Induction for new staff includes an element on racial equality.
- Members of the governing body have also identified their own training needs in relation to racial equality.
- The school is required to supply the LA with employment data related to racial groups employed by the school.