

# CALSHOT PRIMARY SCHOOL

## Race Equality Policy



'At Calshot we aim to provide the highest quality of learning and care for ALL children in a safe and enjoyable environment, nurturing personal values, in partnership with parents, carers and the wider community. We expect everyone in our school to strive to achieve their full potential.'

Date ratified by the Full Governing body: 18<sup>th</sup> May 2020

## Race Equality Policy

### The School Context

Calshot Primary School is located in Great Barr, Birmingham; the school community is 33% White, 17% Indian, 10% Black Caribbean, 7% Pakistani, 5% Bangladeshi and 28% other (Primary Inspection Data Summary Report November 2019)

### Aims and Values

- Ensure that all pupils have access to equal opportunities, thus enabling them to achieve their full potential regardless of ability, gender, ethnicity, religion, class, sexual orientation or disability
- Celebrate cultural diversity by actively promoting positive attitudes towards life in a multi-cultural, multi-ethnic and multi faith society, through the curriculum, assemblies and extra curricular activities
- Equip pupils with the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism and racial discrimination
- Establish a close partnership with parents and the local community, with sensitivity and openness to the experience, aspirations and perspectives of those of ethnic minority backgrounds
- Value, equally all members of the school community
- Ensure all members of staff are aware of their obligation to be proactive in promoting racial equality and good race relations
- Ensure that the admissions process is fair and equitable to pupils from all ethnic groups
- Ensure that procedures for managing pupil behaviour are fair and applied equally to all
- Ensure that the process for excluding pupils is free from racial discrimination

### Roles and Responsibilities

The **Governing Body** is responsible for:

- ensuring that the school complies with Race Relations legislation (eliminate unlawful racial discrimination and promote equality of opportunity and good relations between persons of different racial groups)
- ensuring that the policy and its related procedures and strategies are implemented

The **Head Teacher** is responsible for:

- implementing the policy and its related procedures and strategies and placing it in the public arena (school website and copies available on request)
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of racial discrimination
- dealing with reported incidents of racism or racial harassment
- monitoring pupil progress by ethnicity and developing strategies to remedy under achievement
- monitoring pupil attendance by ethnic group and using data to develop strategies to address poor attendance
- reporting termly to the Governing Body the number of racist incidents

All **staff** are responsible for:

- dealing with racist incidents, and knowing how to identify and challenge racial bias and stereotyping
- promoting racial equality and good race relations and not discriminating on racial grounds
- keeping up to date with race relations legislation by attending training and information opportunities

### **Dealing with Incidents of Racial Harassment**

Calshot Primary School is opposed to all forms of racism, including those forms that are directed towards religious groups, minority groups and communities. The school keeps a record of all racist incidents and they are reported on a termly basis to the Full Governing Body. All incidents involving pupils are reported to the parents of the perpetrators and sanctions applied in accordance with the School Behaviour Policy.

**Date ratified by the Full Governing body: 18<sup>th</sup> May 2020**

