



## **Racial Equality Policy**

### **Context**

Twineham C.E School is a small rural school in mid Sussex. The children come from the local village and the wider area, extending from Haywards Heath to Hassocks and Henfield. The children and staff are mainly white and British, although some children are from other backgrounds. Only 4% of the children have English as an additional language, and all speak it fluently.

The school is a voluntary controlled school and has strong links with the local church. There are currently no children from other faiths in the school. The school currently has no asylum seekers or traveller children.

### **Aims and Values**

In our school Governors, staff and pupils:

- Ensure that all pupils and staff are encouraged and able to achieve to their full potential;
- Respect and value differences between people and celebrate cultural diversity;
- Are prepared to be full citizens in a diverse society;
- Acknowledge the existence of racism and take steps to prevent it;
- Make the school a place where everyone, irrespective of their race, colour, ethnic or national origin, feels welcomed and valued;
- Promote good relations between different racial groups within the school and within the wider community;
- Oppose all forms of racism, racial prejudice and racial harassment;
- Are pro-active in tackling and eliminating unlawful discrimination;
- Have clear procedures in place to ensure that all staff deal with all forms of bullying and harassment promptly, firmly and consistently;
- Ensure that all incidents of harassment are recorded and monitored;
- Are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice.

### **Safeguarding**

The safeguarding of children is paramount at Twineham. Specific policies relating to this area are kept in a file in the School Office as well as in the general policies files. All staff are required to read these policies and commit to the high regard safeguarding has at the school and fulfil all safeguarding duties. To this end all visitors supporting the school curriculum will be CRB checked or never left alone with the children and will be supervised by a member of staff (who will be CRB checked as a matter of course). Children are to be reminded about safety and keeping themselves safe and opportunities provided in the curriculum to reinforce this will be taken.

## **Equal Opportunities**

Twineham is committed to providing equality of opportunity and there is a separate Equalities Policy which should be read alongside this policy. Reasonable adjustments to the curriculum will be made to maximise opportunities for all children to access learning and the curriculum. In school every opportunity will be taken to explore equality and the impact of discrimination.

## **Current Practice**

- The curriculum provides opportunities to address racism in particular in RE, Geography, and PSHCE;
- Assemblies are also used to prepare pupils for living in a multi-ethnic society, and to promote racial equality and harmony in particular through the range of stories told;
- Staff deal with racial incidents as they would any incident which offends, race, gender, ability, sexual orientation, nationality, physical characteristics, religion, creed, language or culture;
- Racial incidents are recorded and reported to Governors on an annual basis.

## **Commitments and Responsibilities**

### **We are committed to:**

- Actively tackling racial discrimination and promoting equal opportunities and good race relations;
- Encouraging, supporting and helping pupils and staff to reach their potential;
- Working with parents/carers, and with the wider community, to tackle racial discrimination and to follow and promote good practice;
- Making sure the racial equality policy and procedures are followed.

### **Governors are responsible for**

- Making sure the school complies with the Race Relations Regulations;
- Make sure the Race Equality policy and its procedures are followed;
- Ensuring there is a statement about racial equality in the school policies;
- Reporting the number of incidents to the appropriate bodies;
- Providing information about race equality in the school prospectus;
- Ensuring the admissions policy reflects the principles of this document;
- Attracting a motivated workforce where employees from all racial groups valued and can reach their own potential.

### **The headteacher is responsible for**

- Making sure the race equality policy is readily available and that the school community knows about it;
- A consideration of the training and development needs of staff (these may be part of the arrangements for performance management or whole school training);
- Making sure the policy and its procedures are followed;
- Producing regular information on the effectiveness of the policy and provide any training necessary;
- Take appropriate action in cases of racial harassment and racial discrimination;
- Dealing with and reporting racial incidents.

### **All staff are responsible for**

- Challenging stereotypes and helping pupils to recognise prejudice and reject racial discrimination;
- Dealing with racial incidents and being able to recognise and tackle racial bias and stereotyping;
- Ensuring that incidents are recorded and referred to the headteacher;
- Promoting equal opportunities and race relations avoiding discrimination against anyone for reasons of race, colour, nationality, or ethnic or national origins;
- Keeping up with the law on race discrimination and taking up training and learning opportunities;
- Ensuring that when purchasing resources the diversity of society is taken into account;
- Supporting students for whom English is an additional language.

### **Parents, carers and other visitors are responsible for**

- Complying with this policy.

### **Implementing and Monitoring**

- As school policies are updated they will include a reference to the racial equality policy.
- As a normal part of school practise the achievement and progress of groups of pupils will be monitored and relevant action taken.
- All racial incidents will be recorded acted upon and reported to the appropriate authority (Governors/LEA).
- If there is a breach of policy the Headteacher will take appropriate action.
- If there is a Racial Equality complaint, the school complaints policy will be followed.
- This policy will reviewed regularly.