

Clarice Cliff Primary School

'A happy, community school creating bright futures
by celebrating success'

Racial Equality Policy

This policy commits the school to work towards racial equality and combat racial discrimination and harassment. It complies with the statutory code of practice for the elimination, discrimination and promotion of racial discrimination in employment.

It covers members of all ethnic and national groups represented in the school community.

Aims

- to ensure racial equality is addressed throughout the curriculum and is integral to the whole ethos of the school, promoting racial harmony
- racial equality and ethnic diversity will be promoted and racism and discrimination will be challenged in all areas of the curriculum and school life.

Objectives

- to encourage positive enquiry discussion and debate about the history of the ethnic groups represented in school
- to encourage the use of the first language for settling in as well as for long term learning
- to include activities that are relevant to pupil background
- to acknowledge different religious affiliations, feast days and holidays
- curriculum planning will take account of the ethnicity and background and language needs of all pupils
- the allocation of pupils to teaching groups will be fair and equitable to all ethnic groups.

Assessment and recording

- we will monitor and evaluate the effectiveness of providing an appropriate curriculum for all pupils from ethnic groups
- assessment methods will be checked and no cultural bias should occur unless it is unavoidable in, for example, Standardised tests
- assessment outcomes will be used to identify specific needs of ethnic minority pupils and also to decide where to allocate support.

Equal opportunities

- the criteria used for allocating pupils to specific groups within schools will be fair and equitable
- the allocation of classroom resources will ensure that pupils from all ethnic groups have equal access to the curriculum
- any racist incidents that occur will be reported to the Headteacher and recorded on the forms provided by the LA, with a copy sent to the LA. Incidents will be dealt with promptly and thoroughly.

Special educational needs

- children whose second language is English, will not automatically be assumed to have special educational needs, provision will be made for pupils with differing levels of attainment regardless of ethnicity

Teaching and learning

The curriculum has the aim of raising standards for all pupils irrespective of their ethnicity. A strong partnership is encouraged between support staff and teaching staff.

- teaching methods and styles will take into account the needs of pupils from different ethnic groups
- the language and learning needs of bilingual pupils will be addressed through the use of a bilingual assistant
- staff will receive training on strategies to help bilingual children improve academically
- teaching methods will encourage positive attitudes to ethnic difference, cultural diversity and racial equality
- we will ensure that the curriculum draws on areas of interest to pupils from all ethnic groups

Resources.

- we will take active steps to ensure that resources in all areas of the curriculum are inclusive
- we will make full use of funding available to meet the needs of ethnic minority pupils, such as the Ethnic Minority and Traveller Achievement Grant
- we will make use of the resources available within our local ethnic minority communities eg. parents as translators

Dealing with incidents of Racism

- Any incident should be treated initially as a behaviour issue.
- If the incident is considered to be racist a Racist Incident Form should be filled in which includes consequences.
- A copy of the completed form has to be sent to Children's Services to the Assistant Director of Children's Services.
- On the same day, parents will be asked to come into school to discuss the incident and see the completed form.

Provision for review

This policy will be reviewed regularly