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**Hoyland Common Primary School**

**Race Equality Policy**

1. Policy Statement and Aims

This policy sets out our commitment to tackle racial discrimination whether direct or indirect, individual or institutional and promoting equality of opportunity and good race relations across all areas of school activities, including our dealing with parents and the community.

At HCPS we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, age, sexuality or disability.

The School is committed to promoting good race relations between persons of different racial groups and avoiding racial discrimination, whether direct or indirect. The school will actively promote race equality, oppose racism in all its forms and foster positive attitudes, respect, equality and partnership as we work with pupils, parents and the wider community.

2. We will achieve these by:

I. Creating a positive inclusive atmosphere based on respect for people's differences and show commitment to challenging and preventing racism and discrimination.

II. Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes misconceptions and prejudices.

III. Treating all those within the whole school community (e.g. pupils, staff, governors and parents) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.

IV. Encouraging everyone within our school community to gain a positive self-image and high self-esteem.

V. Having high expectations of everyone involved with the whole school.

VI. Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly.

VII. Reflecting the diversity of our pupils, local community and the wider Barnsley community in the school environment e.g. classrooms, curriculum and activities to prepare our pupils to live in multi ethnic society.

VIII. Taking positive action to raise the achievement and attainment of under-achieving groups by recruiting appropriate staff and governors

IX. Treating any discriminatory behaviour, including harassment or bullying by individuals or groups as extremely seriously and regarded as grounds for disciplinary action, which may include exclusion or dismissal.

X. Identifying and removing all practices, procedures and customs which are discriminatory, detrimental to individual needs and emotional wellbeing and replacing them with practices which are empowering and fair to all.

XI. Monitoring, evaluating and reviewing all of the above to secure continues improvement in all that we do.

### 3. Roles and Responsibilities

#### I. Governors

The governing body of the school has agreed this policy and will take responsibility for assessing and monitoring the impact of this policy by obtaining regular reports and dealing with racist incidents

One member of the Governing body will have responsibility for monitoring this policy.

The governing body will make every effort (including taking positive action) to ensure its membership is representative of the school's community.

#### II. Headteacher

The Headteacher will demonstrate through his personal leadership the importance of this policy. He will ensure that all staff are aware of the policy and understand their roles and responsibilities in relation to this policy. The Headteacher will assess and monitor the impact of this policy.

Race relations issues, monitoring and evaluation outcomes will be reviewed in relation to the policy, and reported to the Governing body on a termly basis as part of the Headteacher's report.

Where funding is available for raising the achievement of minority ethnic pupils, the Headteacher will ensure that the additional resources are used appropriately and targeted on the basis of identified need for this purpose.

The Headteacher has responsibilities for ensuring the race equality policy will be included in induction arrangements for all new staff to the school. School induction procedures will highlight the duties defined by this policy in the same way as child protection, health & safety and behaviour policies form part of the induction process.

#### III. Teachers

Teachers will familiarise themselves with this policy and know what their responsibilities and specific duties are. They will know the implications of the policy for their planning, teaching and learning strategies as well as for behavioural management issues.

Teachers through their interaction with pupils, via curriculum delivery and other teaching strategies, will take an inclusive approach and engender good race relations.

The school's subject/curriculum leaders, will be responsible for reviewing and monitoring curriculum policies and planning to ensure that race equality is reflected and promoted.

#### IV. Administrative, Ancillary, Supervisory and Support Staff

All staff will familiarise themselves with this policy and know what their duties and responsibilities are in relation to this policy.

#### V. Pupils

Pupils will be encouraged to treat each other with respect and feel appropriately empowered to report incidences of a racial nature to an appropriate adult.

#### VI. Contractors and Other Service Providers

The School's procurement policies will address, where appropriate, the need to promote race equality and good race relations between different racial groups.

#### VII. Complaints Procedure

If anyone in the school feels that this policy is not being followed then they should raise the matter with the Head teacher and/or the chair of governors who will facilitate the appropriate action, which may include an investigation. If there is a formal complaint then the school's complaints procedure will be used.

#### VIII. Guidance, Support and Training

The School will review the training opportunities available to its entire staff and introduce additional provision where necessary or desirable.

#### IX. Publishing Arrangements

The School will publish the Race Equality Policy on the School's website, and make copies available to all staff, and on request to parents, pupils and community.

#### X. Monitoring and Assessing Policy Impact

The School has in place arrangements to monitor, by reference to different racial groups, the recruitment and selection of members of staff, the admission and progress of pupils. The results of these monitoring processes are collated by the School's SLT and reported to the Governing Body.

Through supervision of staff, consultation with parents and local community the school will assess the impact of its race equality policy and other policies on pupils, staff and parents from different ethnic groups. The school will also assess whether the policies have, or could have, an adverse impact on the attainment levels of pupils from different racial groups. The school will assess the effectiveness of its other policies through the existing arrangements for developing and reviewing school policies.

This Race Equality Policy was formally adopted by Hoyland Common primary school in June 2014

Chair of Governors

(name)...Jo Nixon                      Signature.....

Headteacher

(name).....T. Banham              Signature.....