

The Willows Primary School

Racial Equality Policy



Policy document

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1. Aim of the Policy

We particularly value each individual as having equal worth regardless of race, ethnicity colour, culture or disability. We believe that this attitude should extend to people of all groups and ages in order to promote harmony which will establish strong foundations for the future.

2. Rationale

Education has a fundamental role to play in eliminating racism and in promoting and valuing cultural diversity. Racism and prejudice have no place in The Willows Primary School, in our local community or in our City. Everyone in our school is expected to take positive action to prevent and challenge racism. These values will be made explicit by addressing issues of race through assembly, R.E., P.S.H.E. circle time and staff development. This will help to minimise the prospect of racial incidents but should they occur they will then be brought to the attention of all children not just the perpetrators and the victims.

3. Definition

The Willows Primary School accepts the definitions of racism and racist incidents as those recommended by the Home Office and defined in the *Stephen Lawrence Inquiry Report*

“Racism, in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture or ethnic origin.”

“A racist incident is any incident which is perceived to be racist by the victim or any other person.”

4. The School is committed to:

- Ensuring The Willows Primary School is free from harassment and discrimination;
- Ensuring the children and the staff are able to realise their full potential without barriers to their learning and achievement;
- Ensuring that all children are able to make progress throughout their education and achieve educational standards in line with others of their age;
- Working within the legal framework of the *Race Relation Act 1976*, the *Criminal Justice and Public Order Act 1994*, the *Crime and Disorder Act 1998*, the *Race Relations Amendment Act 2000* and its *Associated Code of Practice for Education*;
- Working towards and meeting the standards of “*Learning for all*” and “*Racial Equality means Quality*”;
- Working in partnership with the Racial Equality Council, the Commission for Racial Equality and the wider community to challenge and eliminate racism;

- Reporting racial incidents and taking affirmative action in response to them;
- Ensuring that pupils are provided with learning opportunities which promote racial harmony and celebrate cultural diversity;
- Ensuring the achievements of minority ethnic people are recognised and celebrated

5. Procedure

All staff will be familiar with the procedures required when a racist incident takes place. They will fill in an L.A. racist incident form, keep a copy for themselves, give one to the head and ensure one is sent to the L.A. A supply of forms can be found in the school office.

The Governors are committed to:

- Providing staff with relevant professional development in order to promote equality of opportunity, eliminate racial discrimination and institutional racism and to promote good race relations;
- Providing the school with advice and support in implementing the racial equality policy
- Sharing its commitment with other agencies in order to develop consistent practice at school and community level.