



# The Craylands School Policy for Race Equality and equity

## **Aims and Objectives**

The aim of our policy is

- To prepare pupils for life in an inclusive, culturally diverse society.

To achieve this, our objectives are

- To develop a caring ethos within the school in which all pupils, staff, parents and visitors are treated equally and valued for their differences
- To develop pupils who are able to work and play with others without discrimination of any kind.
- To enhance self esteem to maximise self worth and achievement
- To improve progress and attainment for all pupils
- To develop cultural understanding and appreciation
- To develop religious understanding and appreciation
- To accept responsibility for one's own actions
- To accept responsibility towards others in the community.

## **Leadership and management**

We are committed to:

- actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- encouraging, supporting, and helping all pupils and staff to reach their potential;
- working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice; and
- making sure the race equality and equity policy and its procedures are followed.

## **Responsibilities**

Governing body

The governors are responsible for:

- making sure the school complies with the amended Race Relations Act 1976 (the Act); and making sure the race equality policy and its procedures are followed.

Head teacher

The head teacher is responsible for:

- making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- making sure the race equality policy and its procedures are followed;
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;



# The Craylands School Policy for Race Equality and equity

- making sure all staff know their responsibilities and receive training and support in carrying these out; and taking appropriate action in cases of racial harassment and racial discrimination.

## All staff

All staff are responsible for:

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

## Visitors and contractors

Visitors and contractors are responsible for:

- knowing, and following, your race equality policy

## **IMPLEMENTATION**

### **Teaching and learning**

Learning about anti-racism takes place across the curriculum subjects, and as part of life within Craylands School. Our school ethos

- Recognises and celebrates each pupil as an individual.
- Acknowledges that racism is a factor in everyone's life, even where there are few or no ethnic minority pupils
- Empowers pupils to control their own behaviour and encourages them to construct meaningful school rules to, for example, to celebrate difference and recognise racism.
- Has a clear system of reward and sanctions countering harassment, assumptions and stereotyping
- Actively seeks the views of children and their parents
- Encourages teaching strategies that recognise difference and allows for pupil's different learning styles in, for example, circle time.

### **Curriculum**

At Craylands School we aim to provide a broad, balanced and enriched curriculum based on the needs of each individual child. The curriculum will recognise cultural development and appropriate subject content, language, materials and resources will be put in place to enable an understanding and appreciation of

- creative excellence in all its forms, and
- different cultures, including the child's own.

Pupils will learn to



# The Craylands School Policy for Race Equality and equity

- Understand and respect how people from their own and other cultures think, feel, create, behave and live.
- Feel they belong within and value their local, regional, national and international cultures.
- Begin to question and reflect on their own and others' responses within a wide range of cultural contexts
- Contribute creatively to their own culture
- Appreciate a wide range of cultural and aesthetic experiences.

The curriculum will offer pupils opportunities to

- Identify different cultural influences – through geography, modern languages, visits to places of worship, museums etc.
- Experience and appreciate various forms of artistic expression – through art, music, literature, acts of worship, cultural events etc.
- Meet people from other cultures – liaison within the community, topics studied, cultural centres etc.
- Recognise human excellence in all its forms – art, music, drama, dance etc.
- Talk about issues within and beyond school which relate to and explore racist attitudes and actions – through circle time in PESHE, for example.

## **Partnership with parents**

In line with the whole school ethos at Craylands,

- All parents are actively encouraged to be part of school life
- The contribution of each individual parent is highly valued and never taken for granted
- Communication with parents is in a way which takes account of their needs
- The head teacher and staff are accessible to all parents through an “open door” policy.

## **Attainment and Progress**

- Data, records of individual pupil progress and assessment strategies are used to monitor progress for all children and highlight underachieving groups. Strategies are used to raise attainment, improve attendance and lower exclusion rates when required.

## **Dealing with Racial Incidents**

Clear procedures are in place to ensure that any incidents of racial discrimination or racial harassment that may take place on the school premises, involving either children or adults, are dealt with promptly, firmly and consistently, including the removal of any racist graffiti from school



# The Craylands School Policy for Race Equality and equity

property. There are clear formats for reporting all types of incidents which can be located in the Headteacher's office and these are collated to help the school identify and address key issues and areas of concern. The school participates in the annual anti-racism survey through KCC reporting on any racist incidents from the previous year.

We challenge racism within the classroom and are able to explore potentially racist situations and examine their implication in the form of classroom discussions.

Sensitive support is available to victims of racist incidents and to staff dealing with them.

The school works closely with external agencies when necessary to deal with racist incidents that affect the school community, whether they take place inside or outside the school and supports local multi-agency policies and strategies to address racial harassment

## **Staff recruitment and professional development**

We are committed to ensuring that racial equality and equal opportunities good practice exists throughout the selection and recruitment process to ensure that no discrimination occurs. Recruitment and employment procedures are consistent with the CRE's (Commission for Racial Equality) Code of Practice for Employers and all those involved in the recruitment process are effectively trained in safer recruitment practises and aware of the importance of making unbiased decisions.

We are committed to recruiting staff from a range of cultures who will be good role models for children.

## **Monitoring**

- The individual efforts and achievements of all children will be celebrated and shared with parents.
- Racial incidents are documented, recorded and reported.
- The attainment and progress of ethnic minority and disadvantaged groups are monitored.
- The proportion of excluded pupils who are from ethnic minority groups as compared with whole school figures is also monitored.

Policy reviewed: February 2023

Next review due: February 2024