

Netherfield Infant School and nursery

Race Equality Policy (June 2005)

The aim of our school is to provide a caring environment which encourages each child to do his/her best at all times and be considerate to others. This means that we need to ensure that we tackle racial discrimination, and promote race equality and good race relations across all areas of school activity including:

Progress, attainment and assessment
Behaviour, discipline and exclusions
Pupil's personal development and pastoral care
Teaching and learning
Curriculum
Staff recruitment and professional development
Partnerships with parents and the community
Attendance and admissions

Commitments

*We will be proactive in promoting racial equality and good race relations and tackling racial discrimination. We are members of the Nottinghamshire Common Monitoring System. This means that we are committed to recording and reporting all racial incidents. The school is a Racial Incident Reporting Centre and this is clearly displayed in the entrance hall.

*We will encourage, support and enable all pupils and staff to reach their full potential

*We will work in partnership with parents and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice

*We will regularly monitor the policy to ensure it is effective

Responsibilities

The governors will

- *ensure that the school complies with race relations legislation, including general and specific duties
- *ensure that the policy and its related procedures and strategies are implemented

The head teacher will

- *implement the policy and its related procedures and strategies
- *ensure that all staff are aware of their responsibilities and are given appropriate training and support so that they can fulfil these
- *take appropriate action against staff or pupils who racially discriminate

All staff will

- *promote racial equality and good race relations and not discriminate on racial grounds
- *deal with racist incidents, and know how to identify and challenge racial bias and stereo typing
- *keep up to date with race relations legislation by attending training and information opportunities

People with specific responsibilities

- *The head teacher will be responsible for co-ordinating racial equality work
- *The head teacher and a named governor will be responsible for dealing with reported incidents of racism or racial harassment

Visitors and contractors should be made aware of, and comply with, the school's race equality policy

Breaches of the policy

Any racial incidents will be reported to the Nottinghamshire Common Monitoring System and the LEA on the appropriate forms. They will also be reported to the governors in the termly head teachers report and through the annual monitoring report to governors. The head teacher and possibly the named governor will talk to both the victim and the perpetrator and decide on suitable action. They will deal with the specific incident and consider more general action to prevent a reoccurrence. This may be by actively encouraging different attitudes by reflecting on the

feeling of others, celebrating difference, raising self esteem etc etc. They will refer to the useful advice in the LEA Guidance to schools "Dealing with Racist Incidents"

Training and development

Staff and governors will be consulted about their training needs and appropriate courses will be accessed/ provided wherever possible.

Monitoring

This policy will be reviewed annually. We will discuss any specific incidents and their outcomes. We will also discuss the impact of our efforts to promote positive images of different cultures through the resources we use and the general ethos of the school, and to continually celebrate differences and emphasise the fact that everyone is special.

Copies of the policy will be given to all staff and made available to governors. It will also be displayed in all classrooms as a booklet alongside the Special Needs policy so it is available to parent/carers at all times.