

Grand Avenue Primary and Nursery School
STATEMENT for RACIAL EQUALITY
(To be read in conjunction with
Equal Opportunities Policy and Antibullying Policy)

Introduction

We are committed to giving all our children every opportunity to achieve the highest standards in all aspects of school life. Within our ethos of equality of opportunity, support and achievement we do not tolerate bullying or harassment of any kind. We aim to reflect the multicultural nature of our society and ensure that the education we offer fosters a positive attitude to everyone, regardless of culture or belief. We believe that children, staff and parents should be allowed to work within a supportive school environment free from threat, unjust treatment or harassment.

This statement outlines how we aim to undertake the duties as detailed in the Race Relations Act 1976 and as amended by the Race Relations Act 2000.

Duties are noted as -

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Aims

To create an ethos where pupils and staff feel valued and secure

To actively tackle racial discrimination and promote racial equality

To make clear to pupils what constitutes unacceptable behaviour

To ensure all pupils, parents and visitors to school are aware of the consequences of racist behaviour

To ensure all teachers and pupils challenge racist behaviour

To build positive self esteem and confidence in our pupils

To remove or minimise any barrier to learning

To ensure all teaching takes into account the learning styles of pupils

Objectives

To fulfil our aims the following objectives will be undertaken by all school staff

- Ensure equality of access to the curriculum for all pupils
- Use teaching aids and materials which reflect our society, without stereotyping
- Promote attitudes and behaviour which will challenge racist behaviour
- Provide opportunities for all pupils to appreciate their own culture
- Provide opportunities for all pupils to celebrate the diversity of our society
- Seek the involvement of parents in supporting their child's education
- Plan and deliver lessons which meet the demands of the National Curriculum and the needs of the pupils
- Provide educational visits, extra curricular activities and speakers that offer a positive reflection of our society

Tackling Racial Harassment

Any form of racial harassment is unacceptable in our school. This includes verbal abuse, physical assault or damage to property. The agreed procedures for dealing with a racist incident are as follows

If witnessed directly

- Incident to be stopped immediately

Then follow the procedures below

If not witnessed by an adult or reported by a pupil

- Explore events leading up to incident
- Explain to perpetrator why their actions are wrong and their impact
- Comfort the victim and give reassurance
- Ask perpetrator to reflect on their actions, if appropriate to apologise
- Explain to the victim what the consequences of this incident will be (This will depend on severity of action, first offence etc...SMT will give guidance)
- Inform the class teacher of the incident
- Record incident on Behaviour form
- Inform the Headteacher of the incident
- Inform the parents of the perpetrator and the victim

All racist incidents to be reported to the Headteacher and in turn to the Governing Body

Concluding statement

We aim to reflect the diversity of our society through the National Curriculum programmes of study. All staff are flexible in their planning and offer appropriate challenges to all pupils regardless of ethnicity. We hope that through listening and responding to the needs of our pupils, providing good role models and investigating all incidents fairly, that all forms of racist behaviour in school will be eliminated.