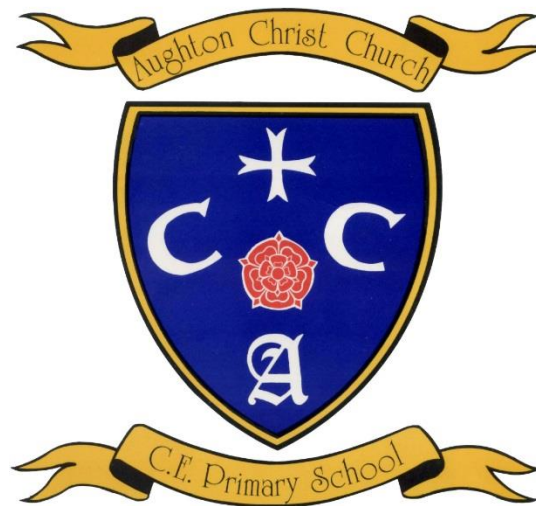


Policy Document

Aughton Christ Church C of E Primary School

Racial Equality Policy



Reviewed: September 2022
Next Review date: September 2023



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Aughton Christ Church C. E. Primary School
RACIAL EQUALITY POLICY

Introduction

At Aughton Christ Church C of E Primary School, we truly help each other to learn and to love through our Christian values of Respect, Friendship, Truthfulness, Courage, Generosity, Thankfulness, Forgiveness, Perseverance, Justice, Service and Compassion which are central to all aspects of our school life.

We are here to give our children an excellent education with a rich and inspiring curriculum, at the same time providing nurture and care for their spiritual, emotional, moral, social and cultural wellbeing. When they leave Aughton Christ Church C of E they will be prepared for life, with resilience, compassion and having developed courageous advocacy.

The aim of our Racial Equality Policy is that in fostering positive relationships between all members of Aughton Christ Church C of E Primary School. We seek to promote positive relationships, achievement and effective learning.

We aim to achieve this by:

- Treating all those within the whole school community (e.g. pupils, staff, governors, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone within our school community to gain a positive self-image which then develops high self-esteem.
- Having high expectations of everyone involved with the whole school.
- Promoting mutual respect plus valuing each other's' similarities, differences and facing equality issues openly.

- Monitoring racist incidents and recording them on CPOMS (Child Protection Online Management System)

This policy has been written to meet the school's statutory duty under the Race Relations Amendment Act 2000 which requires schools to

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

Specifically the act requires schools to:

- Prepare a written policy on racial equality
- Assess the impact of our policies, including this policy on pupils, staff and parents, of different racial groups, including in particular, the impact on attainment levels of these pupils
- Monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment of such pupils.

School Context

Aughton Christ Church School values the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest standards. Within the ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy seeks to ensure that our school promotes the individuality of that all of our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in the Race Relations Act 1976 and as amended by the Race Relations Amendment Act 2000. This policy should be read in conjunction with other related policies such as Behaviour, Equal Opportunities, Bullying, Safeguarding, Special Educational Needs.

Policy, Leadership and Management

This policy has been agreed by teachers, support staff and members of the governing body. The Headteacher and the governing body are responsible for ensuring that the policy is communicated, implemented and monitored.

Aughton Christ Church School has a commitment to the promotion of equality of opportunity, tackling racial discrimination and promoting good race relations. All staff are responsible for dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping.

Copies of the policy will be available from the school office.

Staff and governors will be given the opportunity to discuss the implications of the policy and any training needed. The school will follow the LA Guidelines in dealing with incidents of racial harassment.

Tackling racial harassment

The definition of institutional racism is 'the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin'. It can be seen in processes, attitudes and behaviour that amount to discrimination, through unwitting prejudice, ignorance or thoughtless and racist stereotyping, all of which disadvantage minority groups.

A racist incident is 'any incident which is perceived to be racist by the victim or any other person'. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to personal property, or lack of engagement or co-operation with others, on account of their race or ethnicity.

Minority ethnic groups include gypsy travellers, refugees, asylum-seekers and, in certain contexts, white Europeans.

All racist incidents are investigated by the headteacher. Incidents of racism are recorded in the incident book, and the headteacher reports to the governing body and by request from the Local Authority (LA) on the number of incidents, the prevailing trends, and how the issues have been dealt with.

All pupils, parents/carers and staff are made aware of our procedures for dealing with racist incidents, and all staff are trained to deal firmly, consistently and effectively with such incidents.

Victims of racism and racial harassment will be supported by the school and, where appropriate, we will seek the support of external agencies.

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of cooperation in a lesson, due to the ethnicity of a pupil.

Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil who is the victim;
- discipline the person who has been racist and inform the victim what action has been taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the Headteacher or Assistant Headteachers and inform him/her of the action taken

- inform the class teacher(s) of both the victim and the person who has been racist, then record what happened on CPOMS;
- inform both sets of parents, if appropriate.

All racist incidents will be recorded and reported annually to the governing body by the head teacher.

Curriculum, Teaching and Assessment

The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and value that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all pupil groupings;
- take account of the performance of all pupils when planning for future learning and setting targets;
- make best use of all available resources to support the learning of all groups of pupils.

The school is committed to ensuring that all processes are fairly applied.

Pupils' Personal Development, Attainment and Progress

Attainment is monitored across all subject areas for individual pupils.

Under achievement is addressed with differentiated work, and where appropriate, with additional input by support staff for within the school and from outside agencies. Support is allocated and monitored by the SENCO in consultation with class teachers.

Achievement of all students is celebrated in a number of ways, including stickers, stamps, merit certificates, celebration assemblies, etc.

Extra-curricular activities are open to all students who self-select by aptitude, ability and personal preference.

Attitudes and Environment

In our school, we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure;
- building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of pupils and their learning;
- removing or minimising barriers to learning, so that all pupils can achieve;
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;
- actively tackling racial discrimination and promoting racial equality through our School Prospectus, Governors Annual Report to Parents, newsletters to parents and displays of work;
- making clear to our pupils what constitutes aggressive and racist behaviour;
- identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making pupils and staff confident to challenge aggressive and racist behaviour.

Parents, Governors and Community Partnership

We have a rolling programme of policy review. When policies are reviewed in future, governors will ensure that due regard is given to the promotion of racial equality within each policy.

All parents have the opportunity to discuss the progress of their children at parent/teacher discussion evenings. Parents are also welcome to make an appointment at any other time during the term if they have concerns.

An annual report is issued in the summer term.

Parents are invited to help with school trips and their help is greatly valued. Membership of the Parent Helpers Association is encouraged.

Staffing - Recruitment, Training and Professional Development

The school is required to supply the LA with employment data related to racial groups employed within the school.

The school is committed to attracting and developing a workforce on a basis of merit.

The recruitment process will be monitored to ensure that there is no ethnic bias.

Professional development opportunities are offered to all staff.

The school will ensure that staff and governors are provided with sufficient training to carry out their statutory duties.

Monitoring and Evaluation

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school and any incidences of racial harassment reported to the Governing body.

11. Other Key Areas that link with our Behaviour Policy

Child on Child Abuse

Aughton Christ Church C of E Primary School is committed to safeguarding and promoting the welfare of all children. We recognise that children may face different forms of abuse and we work together to protect children from harm. As well as being abused by adults, children can be abused by other children. This is known as 'child-on-child abuse'. The school is committed to preventing child-on-child abuse and will protect children that may be suffering, or at risk of suffering harm perpetrated by another child. We recognise that child-on-child abuse is abuse and should never be passed off as "just banter", "just having a laugh", "part of growing up" or "boys being boys". We appreciate that often there are barriers to reporting child on child abuse and as such, we understand that even if there are no reports it does not mean it is not happening. We maintain an attitude of 'it could happen here' and act in the best interests of the child at all times.

Procedures for Managing Allegations of Child on Child Abuse

Aughton Christ Church C of E Primary School and DSL will consider:

- the wishes of the victim in terms of how they want to proceed
- the nature of the alleged incident
- the ages of the children involved
- the development stages of the children involved
- any power imbalance between the children
- is the incident a one-off or a sustained pattern of abuse
- are there ongoing risks to the victim, other children, school or college staff
- contextual safeguarding issues.

Online Safety

Aughton Christ Church C of E Primary School will adhere to the Online Safety Policy:

https://www.aughtonchristchurch.lancs.sch.uk/serve_file/6963077 at all times and is committed to keeping children safe online. The school recognises that addressing online safety issues should form an integral part of the school's safeguarding arrangements.

As part of a broad and balanced curriculum, all pupils will be made aware of online risks and taught how to stay safe online.

The school will ensure that suitable filtering systems are in place on ICT equipment to prevent children accessing inappropriate material. This system will be monitored and reviewed with any inappropriate behaviours or searches being followed up appropriately.

Further information regarding the school's approach to online safety can be found in the Online Safety Policy.

When school become aware of an online safety issue that has occurred outside of school, it is managed in accordance with the Online Safety Policy and School Behaviour Policy

Anti-Bullying

Aughton Christ Church C of E Primary School will adhere to the Anti-Bullying Policy:

https://www.aughtonchristchurch.lancs.sch.uk/serve_file/5561473 at all times.

At Aughton Christ Church, bullying will not be tolerated, however it manifests itself. If we do have incidents of hurtful behaviour, particularly when children make mistakes in relationships, it is the ethos of Aughton Christ Church C of E Primary School to give our pupils resilience and the skills and strategies to manage incidents of hurtful behaviour. We want our children to build positive relationships with each other. At all times, we believe that when a child demonstrates unacceptable behaviour, it is the behaviour which is unacceptable and not the child. In dealing with all reported instances of hurtful behaviour, we will reflect back on our Christian values which are embedded into every aspect of our school life.

12. REVIEW

This Policy is subject to ongoing review; however, will be reviewed no later than September 2023. All staff have received a copy of this policy.

Policy Leader / HT*

David Kennedy

Assistant Headteachers and Key Stage leads	Fiona Chapple (KS2) Clare Geeson (EYFS and KS1)
Chair of Governors	Neil Heyes
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