

Policy on Racial Equality

2022-2026

(see also Anti-Bullying; Equal Opportunities; Inclusion; Special Educational Needs)

1 Introduction

- Our mission statement at Foxhill is to value the individuality of all our children. We are committed to giving them every opportunity to achieve the highest of standards. We do not tolerate bullying or harassment of any kind. Pupils will be provided with the opportunity to experience, understand and celebrate diversity.

2 Aims and objectives

In our school, we will:

- strive to eliminate all forms of racism and racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups.

3 Principles

These three principles underpin all our procedures and practice:

- Every pupil should have the opportunity to achieve the highest possible standards.
- Every pupil should develop a sense of personal and cultural identity, with a confidence and openness to change that allow them to be receptive and respectful with regard to other people's identities.
- Every pupil should develop the knowledge, understanding and skills they need to participate in a multi-ethnic society.

4 Responsibilities

- In our school, we all take responsibility for promoting race equality, but the following have specific responsibilities:
- The governing body will seek to ensure that the school complies with race relations legislation, and that this policy and its procedures are implemented.
- The headteacher, too, along with the governing body, will see that the policy and its procedures are implemented, that staff are aware of their responsibilities, that staff receive appropriate training and support in

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putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate racially.

- All staff will deal with racist incidents in accordance with school procedures, and will know how to challenge racial bias and stereotyping. They will not discriminate on racial grounds.
- Teaching staff will offer full curriculum access to pupils from all racial groups, and will promote diversity and racial equality.
- Visitors and contractors will comply with the school's race equality policy.

5 Tackling racial harassment

- 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 include physical assault, verbal abuse, damage to personal property, or lack of cooperation in a lesson, on account of another pupil's ethnicity.
- All racist incidents are investigated by the headteacher. Incidents of racism are recorded and the headteacher reports to the governing body as necessary and the LA on the number of incidents, the prevailing trends, and how the issues have been dealt with.
- All staff are trained to deal firmly, consistently and effectively with racist incidents.
- Victims of racism and racial harassment will be supported by the school and, where appropriate, we will seek the support of external agencies.

6 Attainment, progress and assessment

- The school has high expectations of all pupils and is dedicated to helping all pupils to reach the highest possible standards of achievement. Although we have very few children from an Ethnic background, Ethnic monitoring is essential, to ensure that minority ethnic groups are not being disadvantaged. Evaluation of data will result in action being taken to address underperformance by any group.
- We make regular assessments of pupils' learning, and use this information to track pupils' progress, as they move through the school. Ethnicity forms part of this process.
- School performance information is evaluated in comparison with national data and LA data, to identify any patterns of underachievement. The

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governing body receives regular updates on information concerning pupils' performance.

- In addition to attainment and progress, we also monitor the following records, checking them for signs of discrimination: attendance, admissions, exclusions, racist incidents, the SEN register, and applications of the behaviour policy.

7 Teaching and learning

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 society of diverse cultures;
- Through a diverse and wide-ranging curriculum give the children the opportunity to experience and celebrate other cultures
- use materials that reflect a range of cultural backgrounds, learning styles and linguistic needs;
- challenge racial discrimination and stereotyping, and teach pupils how to recognise bias;
- provide opportunities for pupils to maintain links with their own culture, while at the same time appreciating cultural diversity;
- employ a range of styles, including collaborative learning, so that pupils can learn to value working together;
- provide educational visits and extra-curricular activities that reflect all groupings among our pupils;
- take account of the performance of all pupils when planning for future learning, and setting challenging targets.

8 Managing pupil behaviour

- The school makes sure that procedures for disciplining pupils and for managing behaviour are fair and just to pupils from all racial groups.
- All staff operate the school's behaviour policy of rewards and sanctions consistently.
- Staff are aware that cultural background can affect behaviour, and take this into account when dealing with unacceptable behaviour.

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9 Partnerships

- All parents and carers are encouraged to take a full part in the life of the school. The school works with parents/carers and the community to develop positive attitudes towards diversity and to address specific incidents.
- Parents and carers are formally consulted each term on various aspects of school and this now includes some questions about promoting their involvement in their children's learning.

10 Staff recruitment and professional development

All members of staff are entitled to appropriate training so that they can play their full part in ensuring that the school promotes racial equality.

Governors and members of staff involved in the selection and appointment of other staff will ensure that the principles and practices of racial equality are adhered to. The school will supply the LA with data relating to the racial groups of people appointed to employment in this school.

11 Monitoring and review

We have a rolling programme of policy review, and this policy will be reviewed every two years, or earlier if necessary. As policies are reviewed and amended, we check that the principles listed above are properly considered, and are embedded into both policy and practice. Governors will ensure that due regard is given to the promotion of racial equality within each policy.

This policy will be reviewed every four years or earlier if required.

Reviewed	February 2022
Approved at the Governors meeting on	10 th March 2022
Signed	R. Hainsworth
Date of next Review	February 2026