

## **RACE EQUALITY POLICY**

St Nicholas School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

St Nicholas school will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the school community
- Promote good relations between people of different racial groups.

Cultural and ethnic diversity will be valued in the curriculum, in the school workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of St Nicholas school places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

St Nicholas School acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

St Nicholas School recognises we live in a multi-cultural and multi faith community and we will strive to recruit a workforce to reflect this.

St Nicholas School endorses the recommendations of the Stephen Lawrence Inquiry Report and accepts the definition of racism and institutional racism included in the Inquiry report.

Definition of Racism:

- Conduct or words that either advantages or disadvantages people on the basis of their colour, culture or ethnic origin

Definition of Institutional racism:

- The collective failure of an organisation to provide an appropriate and professional service to people on the basis of their colour, culture, or ethnic origin.
- It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

St Nicholas school will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

## 1. Statement of principle

- ❑ Discrimination on the basis of race is unacceptable in this school.
- ❑ Every pupil and member of staff will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of each other as individuals.
- ❑ The primary objective of this school will therefore be to educate, develop and prepare all our pupils, whatever their race, for life in multi-cultural Britain.
- ❑ All staff will practise an equal opportunities philosophy.
- ❑ The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
- ❑ The school is committed to emphasising the common elements and values in our multi-cultural society rather than highlighting conflicting areas.

## 2. The aim

We see our first task as equipping pupils with an awareness of an increasing diverse society and of presenting the world as it is and as we would like it to be. On such foundations, pupils will develop their own attitudes to a pluralistic society.

## 3. Practice

### a. Admission

The school follows the Governing Body Admission Policy, which does not permit sex, race or colour to be used as criteria for admission. The designation of St. Nicholas School as a special school for pupils with SLD and PMLD will determine the nature of referrals by the L.E.A. via the Statement of SEN process.

### b. Registration

Pupils' names should be accurately recorded and pronounced. Pupils should be encouraged to accept and respect names from other cultures.

### c. Discrimination

All forms of discrimination by any person within the school are to be treated seriously. A careful note must be kept of such incidents, whether they take place in the playground, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

Pupils – if there are subsequent incidents, then the appropriate senior staff member should be informed and consideration should be given to involving the parents. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti

should be immediately removed. Parents should be aware of the schools commitment to equal opportunities.

Staff – the school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.

In order to understand the background and experience of ethnic minority pupils and to raise expectations of their potential, Staff need to be aware of the historical and contemporary processes which have caused, and may continue to sustain, racism. Close liaison with families in the school is beneficial to all concerned. Support and advice is available from the authority's multicultural support service.

#### d. The Curriculum

All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive, and must not highlight racial diversity.

#### e. Language

The school view linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families.

Pupils and staff must feel that their language or dialect is valued. They should therefore be allowed to use their home language at school, but should never use it to exclude others.

#### f. Resources

The school's aim is to provide for all pupils according to their needs, irrespective of race. Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

### 4. Inclusion

St. Nicholas School is committed to an inclusive ethos based on respect for and celebration of ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

We will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the school community
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## 5. School policies

All school policies will have an explicit aim of promoting race equality and when reviewed will be evaluated in terms of their contribution and effectiveness in achieving this aim.

## 6. Curriculum

Curriculum co-ordinators are responsible for ensuring their subject programmes/schemes of work raise awareness of multi-cultural issues. In the purchase of resources curriculum co-ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

PSHE and citizenship present opportunities for encouraging respect for diversity.

We will ensure that we have links with schools in other countries to assist in delivering global education.

## 7. Community consultation and partnership

St. Nicholas School is committed to working in partnership with local ethnic minority community groups and promoting racial harmony.

St Nicholas School welcomes minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious festivals in our school.

St Nicholas school will be pro-active in recruiting community volunteers to ensure the school's volunteer profile reflects the ethnic profile of the school population and the community.

St Nicholas school will take positive action to ensure that communication is accessible to all and we will ensure that all community groups using the school building are aware of our Race Equality Policy.

## 8. Racial Incidents

Definition of a Racist Incident:

- A racist incident is any incident that is perceived to be racist by the victim or any other person.

St. Nicholas school has adopted the Kent LEA's model racial incidents policy procedure (attached as an appendix). The Headteacher is responsible for implementing the procedure and ensuring that all members of the school community are aware of and understand the policy.

#### 9. Ethnic monitoring

The school will ensure that ethnic monitoring of the pupil population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups.

The headteacher will ensure that all staff involved in recruitment and staff development receive appropriate training and understand the process and rationale for collecting data on ethnicity.

#### 10. Monitoring and review

Monitoring and review of all policies will inform the development of a Race Equality Action Plan for the school. The questions provided by the CRE in the Statutory Code will be used as a focus for evaluating policies and practices.

St. Nicholas School, in all relevant policies and procedures, seeks to eradicate unfair and discriminatory practices, especially those that are to the detriment of pupils on the basis of their membership of any group, including gender, sexual orientation, family circumstances, ethnic or national origin, disability (physical or mental), religious or political beliefs.

#### 11. Review of the Race Equality policy

This Race Equality Policy will be reviewed in line with statutory changes or amendments.

### **EQUALITY, SAFEGUARDING AND EQUAL OPPORTUNITIES STATEMENT**

St Nicholas School, in all policies and procedures, will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of membership of any group, including gender, sexual orientation, family circumstances, ethnic or national origin, disability (physical or mental), religious or political beliefs.

St Nicholas School aims to:

- Provide equal opportunity for all
- To foster good relations, and create effective partnership with all sections of the community
- To take no action which discriminates unlawfully in service delivery, commissioning and employment
- To provide an environment free from fear and discrimination, where diversity, respect and dignity are valued.

All aspects of Safeguarding will be embedded into the life of the school and be adhered to and be the responsibility of all staff.

#### LINKS TO OTHER POLICIES

Safeguarding  
Community Cohesion  
Behaviour Policy  
Freedom on Information  
Equality Action Plans  
PSHE  
Anti-bullying  
All curriculum policies  
Safer Recruitment  
Health and Safety  
Whistleblowing  
Staff Code of Conduct

DANIEL LEWIS  
REVIEWED TERM 6 2017  
RATIFIED BY THE CHAIR OF GOVERNORS ON 17<sup>TH</sup> JULY 2017  
**RATIFICATION TO BE CONFIRMED BY THE FULL GOVERNING BODY IN THEIR NEXT MEETING – 11<sup>TH</sup> OCTOBER 2017**