

RACE EQUALITY POLICY

School Context

Mayfield Primary school is located in a quiet area of Hanwell, West London and serves the immediate catchment area which is culturally rich and socially diverse. It is a multi-cultural school that caters for a wide range of pupils from ethnic backgrounds. There are over 14 languages spoken throughout the school in addition to English, the main being Arabic, Somali and Urdu.

Aims and Values

Racial discrimination in any form will not be tolerated at our school. We actively seek to promote race equality and good race relations by:

- Monitoring progress and attainment of all pupil groups in the optional and end of key stage SATs, and the results of spelling and reading tests.
- Setting and promoting high expectations of all pupils in their behaviour, and conduct around the school.
- Introducing half-termly monitoring of the sanction book and any exclusion on the basis of race and gender.
- Keeping pastoral records on all pupils and recording any significant issues or milestones.
- Monitoring the curriculum to ensure it is broad and balanced, that it shows progression and continuity and that it reflects the cultural backgrounds of pupils across each key stage as far as is practicable.
- Monitoring the quality of teaching through the observation of lessons, planning and assessment procedures to ensure that teaching positively reflects the range of social and cultural needs of all pupils as far as is practicable.
- Fair and consistent application of the LEA admissions criteria
- Introducing monitoring of attendance and punctuality records to ensure that there is no overrepresentation of certain pupil groups in a negative capacity. Should any trends be present, to investigate the reasons for this and write and implement an action plan to address this imbalance.
- Planning and delivering a curriculum that meets the requirements of Curriculum 2000 and is fully inclusive as far as is practicable.
- Fair and consistent application of recruitment criteria. There will be equal opportunities for all applicants and the school has full regard for the LEA policy and guidelines on equal opportunities.
- Identifying and providing opportunities for the professional development of all staff
- Maintaining and seeking ways to improve the partnership with parents and the local community.
- Working positively with the Friends of Mayfield to actively seek ways to involve parents from all ethnic and cultural backgrounds in school events.

We aim to eliminate all forms of unlawful racial discrimination.

Leadership, Management and Governance

Our school is committed to:

- Being proactive in promoting racial equality and good race relations and tackling racial discrimination at all levels in which it may occur.
- Encouraging, supporting and enabling all pupils and staff to reach their potential
- Working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination
- Ensuring the policy is followed.

Responsibilities

The Governing Body will:

- Ensure that the school complies with the Race Relations legislation
- 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 is aware of their responsibilities and are given appropriate training and support
- Take appropriate action in any cases of racial discrimination

All Staff will:

- Deal with racist incidents and know how to identify and challenge racial bias and stereotyping
- Promote racial equality and good race relations and not discriminate on racial grounds
- Keep up to date with race relations legislation by attending training and information opportunities.

People with Specific responsibilities

- The Head teacher, in conjunction with the deputy and a school governor will be responsible for coordinating racial equality work
- The Head teacher (or in her absence the Deputy Head teacher) is responsible for dealing with reported incidents of racism or racial harassment

Visitors and contractors

- Will be made aware of and comply with the school's race equality policy

Breaches of the Policy

Pupils

If pupils do not comply with the race policy:

- A member of the Senior Management Team will speak with the pupil about their behaviour and attitude and outline the expectations for all pupils and staff at the school.
- Appropriate sanctions will be set that are in line with the behaviour policy
- The parents of the pupil may be informed about their behaviour or attitude of the pupil.
- If necessary, a meeting will be held between the parents, pupil and the Head teacher to discuss the incident and any further action required.

Staff

If staff does not comply with the race policy

- The Head teacher will speak with them. The Head teacher will reinforce the policy and set out clear expectations of staff.
- Staff may be required to attend appropriate training
- Targets may be set for improvement and monitored.
- Should future breaches of the policy occur, these will be formally recorded and disciplinary action may have to be considered.

Policy Planning and review

We incorporate race equality targets into relevant strategic plans by

- Building race equality impact questions into policy development and planning processes.
- Incorporating race equality targets into the School Improvement Plan
- We assess the impact of the policy through consultation with parents, staff, pupils and governors. This may take the form of questionnaires or interviews.

Ethnic Monitoring

Ethnic monitoring is undertaken through the monitoring of attainment, and we are introducing monitoring of rewards and sanctions, exclusions, admissions and attendance and punctuality by racial group.

We set individual and group targets for improvement in the area of pupil attainment.

Data that is (will be) collected and monitored by racial group on attainment and progress, exclusions and sanctions and rewards are used to inform planning and decision making.

Reviewing and assessing policies

We regularly review, monitor and assess all policies and strategies for their effectiveness and impact in eliminating racial discrimination, promoting racial equality and good race relations.

We use the results of reviews and assessments to inform planning and decision-making

Making available the results of monitoring and assessments

Our systems for monitoring and the results of impact assessments are transparent and are available to pupils, parents, staff and governors in a variety of ways:

- Governors receive reports through the curriculum committee
- Staff receive information disseminated at team and staff meetings
- Pupils will receive information from the school council
- Parents will receive information in newsletters and any appropriate information that may be viewed from Governor meetings.
- Information will always be generic and will not identify individuals

Implementing the Policy

The policy will be monitored and evaluated for its effectiveness by the Head teacher and the SMT annually.

The policy will be reviewed annually in the Spring term.

Training and Development

Training and support for staff and governors will be identified at school level on an annual basis and training will be addressed through LEA courses.

Availability and Promotion of the Policy

The policy is available to staff, parents and Governors. A central copy is held in the staff room and in the administrator's office.

Notification of the updated policy will be made by newsletter.

Other policies and procedures that have an impact on members of different racial groups are:

SEN

Behaviour and discipline

Inclusion

EMA

Teaching and Learning

Assembly

PSHE.

Each policy is examined for any adverse impact on particular racial groups.

This policy was approved on

ACTION PLAN

The following policies and procedures have been prioritised for attention over the next two years:

2002/2003

SEN

Teaching and Learning

PSHE

Behaviour and discipline

2003/2004

EMA

Assembly

Inclusion