



## HACKBRIDGE PRIMARY SCHOOL RACE EQUALITY POLICY

### **Rationale**

Hackbridge Primary School celebrates its multi-cultural and multi-racial diversity. We are committed to the belief that each child has the right of access to a broad, balanced and relevant curriculum, irrespective of gender, race, class, religion, ability or disability. Hackbridge Primary School welcomes its duties under the Equalities Act 2010, which came into force in October 2010, to eliminate discrimination, advance equality of opportunity and foster good relations.

The staff at Hackbridge Primary School, are opposed to racism in any form. We are committed to the principle that all pupils should be given equality of opportunity. We have the highest expectations of all pupils and we try to remove any barriers to learning. We condemn discrimination against people because of skin colour, other racial difference, cultural background, religion or nationality because it is wrong, offensive and illegal. Every member of the Hackbridge Primary School community should feel their racial identity, language, religion and culture are valued and respected. In order to achieve this we will use what pupils know and understand about themselves in our teaching. All pupils will be helped to develop a sense of personal and cultural identity. All pupils should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

### **Aims and Objectives:**

- To make the school a place where everyone feels valued regardless of race, colour, ethnic origin or their citizenship
- To ensure all children are encouraged and able to achieve to their full potential
- To prepare children for life in a diverse society and world
- To encourage children to respect and value linguistic, cultural and religious diversity in the wider community
- To meet the diverse needs of our pupils
- To develop children's sense of personal and cultural identity which is receptive and respectful towards others
- To ensure that an inclusive ethos is established and maintained.
- To be proactive in tackling and eliminating racial discrimination

## **GUIDELINES FOR ACTION**

### **Progress, Attainment and Assessment**

We have the highest expectations of all our pupils and aim to ensure that pupils from all ethnic groups make maximum progress in their time at the school. We are committed to tackling any disparities between pupils of different ethnic groups in terms of attainment and progress. As part of our assessment procedures, we regularly monitor all pupil's performance, attainment

and progress. This involves systematically monitoring within and across pupil cohorts including; ethnic groups, gender, SEND, EAL and Gifted and Talented. We actively seek to implement strategies to counter underachievement of all children.

### **Behaviour, Discipline and Exclusions**

We promote good behaviour that is free from harassment and bullying. We ensure that the school's behaviour policy and procedures for disciplining pupils, including exclusion, are fair and applied regardless of a pupil's ethnic background. Pupils' Personal Development and Pastoral Care is a significant part of every child's development and is a major focus within the school. We give due consideration to every pupil's religion, racial origin, cultural and linguistic background and provide a curriculum that prepares every pupil to take a full part in life in a multi-cultural society. We track and monitor every pupil's personal development and ensure that we offer every pupil the support and guidance that meets his/her physical, emotional and intellectual needs.

### **Teaching and Learning**

We aim to ensure that teaching methods and styles take account of the needs of pupils from different ethnic groups, including the language needs of pupils learning English as an Additional Language.

### **The Curriculum**

We aim to ensure that curriculum planning takes full account of the ethnicity, cultural background and language needs of all pupils. We ensure that pupils from all ethnic groups have full and equal access to a broad range of curricular opportunities including extra-curricular activities. We aim to ensure that the curriculum draws on areas of interest to pupils from different ethnic groups. We ensure that racial equality and ethnic diversity are promoted and racism and discrimination are challenged in all areas of the curriculum. The curriculum incorporates children's Personal, Health, Social and Emotional education (PHSE).

### **Staff Recruitment and Professional Development**

We ensure that all recruitment and selection, performance management procedures and employment and professional development opportunities for staff are free from discrimination. We monitor and review the recruitment and selection process to ensure discrimination is not taking place.

## **LEADERSHIP AND MANAGEMENT**

### **Commitments**

We are committed to:

- actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- encouraging, supporting, and helping all pupils and staff to reach their potential working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice; and making sure the race equality policy and its procedures are followed.

## **RESPONSIBILITIES**

### **A) Governing Body**

The governors are responsible for:

- making sure the school complies with the amended Race Relations Act 1976
- making sure the race equality policy and its procedures are followed
- making sure that if any part of this policy is not followed an investigation panel will be selected from the governing body and appropriate action taken.

### **B) Headteacher**

The Headteacher is responsible for:

- making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- making sure the race equality policy and its procedures are followed;
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know about their responsibilities and receive training and support in carrying these out; and
- taking appropriate action in cases of racial harassment and racial discrimination within the student body, staff and governors.

### **C) All staff**

All staff are responsible for:

- Dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality, religion or ethnic backgrounds; and
- Keeping up to date with the law on discrimination, and taking up training and learning opportunities.

### **D) Leadership Team**

The Leadership Team is responsible for:

- coordinating work on race equality; and
- dealing with reports of racist incidents.

### **Dealing with racist incidents**

Clear procedures are in place to ensure that racist incidents, racial discrimination and racial harassment are dealt with promptly and firmly. It is the responsibility of all staff to implement these consistently. The Leadership Team have particular responsibility to act on reported incidents.

Any child demonstrating racist behaviour will be dealt with according to the school Behaviour Policy. Procedures will be carried out with the aim of clarifying that further racist behaviour will not be tolerated, but also of demonstrating support to the victim/s. Witnesses as well as the victim/s will be treated with sensitivity and care within the structured pastoral system.

The member of staff /person observing/reporting the incident should report it to a member of the Leadership Team. The incident will then be fully investigated. Incidents involving allegations against a member of staff will be dealt with according to our Staff Disciplinary Procedures.

**This review: November 2022**

**Next review: November 2025**