



*Learning together, valuing all,  
enjoying and achieving*

# POLICY FOR RACE EQUALITY

Date by which the policy was last reviewed: **October 2022**  
Signed by Chair of Teaching & Learning Committee: *Jackie Alderson*

## Policy for Race Equality

North Lakes School is committed to the promotion of race equality and good race relations, and to the elimination of unlawful racial discrimination. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. Pupils will be provided with the opportunity to experience, understand and celebrate diversity.

Embedded in the Race Relations (Amendment) Act 2000, and the Code of Practice on the Duty to Promote Racial Equality (2001) is the requirement that all schools prepare and maintain a written Race Equality Policy; and all public bodies including schools have regard to, **“the need to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between different persons from different racial groups”**

### AIMS and VALUES

Every person in the school community, and beyond, is of equal value and should be treated fairly and with respect.

The culture and background of all members of the school community, and beyond, should be treated positively and with respect.

It is a fact that people in society are discriminated against and treated as if they are worth less than others because of their race and culture, but it is our aim that this will not happen at North Lakes School.

We will ensure that our pupils are treated fairly through monitoring the promotion of the school Vision and Mission Statement, which are central to whole school ethos:

### Vision

A caring school community, where everyone can grow, learn and adapt for the future to achieve personal success.

### Mission/Purpose

An inspirational and motivated team who are dedicated to:

- Valuing and developing the personal character of all learners
- Ensuring high quality teaching of a deep and rich curriculum
- Broadening horizons and widening opportunities for all

...through building strong relationships, and engaging all members of the community in a warm, diverse and inclusive environment.

Our school policies and practice will be informed by the need to promote diversity.

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 allows them to be receptive and respectful with regard to other people's identities.
- Every pupil should develop the knowledge, understanding and skills they need in order to participate not only in Britain's multi-ethnic society but also in the wider context of an interdependent world.

Fair treatment will be underpinned through processes for:

- Pupil admissions and transfer procedures
- Monitoring progress and assessments including attendance
- Raising levels of pupil achievement
- Planning and delivering the curriculum, teaching and learning
- Encouraging positive behaviour, following the Golden Rules and refusing to tolerate bullying
- Pastoral care, guidance and support, and pupil exclusion
- Staff recruitment and selection, training and staff development
- Parental and community involvement

## **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;
- use materials including ICT 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.

## **PROMOTING RACE EQUALITY and GOOD RACE RELATIONS**

Periodic checks will be made on the content and style of books and materials and inappropriate resources will be discarded.

Traditions, festivals and customs (e.g. dress, food) of different cultures will be respected and celebrated- this is built into the Planning Cycle for RE, and will be incorporated in ongoing Assembly planning.

School activities will offer all pupils the opportunity to experience a wide range of cultural diversity and exposure to positive role models and visitors.

Global responsibilities, world development issues and inter-dependence will be key elements of the developing Citizenship curriculum, and will be planned into units of Geography and Philosophy teaching and learning.

We will ensure positive and open consideration, within a Cumbrian context, of such issues as stereotyping, prejudice, discrimination and the role of the media.

### **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 cooperation in a lesson, on account of another pupil's ethnicity.

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

All pupils, parents and staff are aware of our procedures for dealing with racist incidents, and 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.

We will take action to ensure that pupils and staff treat each other with respect.

School systems will be monitored to ensure that they do not discriminate against any racial group.

Racist incidents will be monitored, logged and reported using the online Scholar Pack software. Major incidents will be reported to the LA Safeguarding Hub, and/or Police as appropriate.

Every effort will be made to challenge images that stereotype or incite racial discrimination.

School Council will be encouraged to explore any issues of racial concern as appropriate.

We will support victims of incidents, on and off the premises, in both the short and long term.

## **ROLES AND RESPONSIBILITIES**

- **Whole school**- to promote the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs; to have due regard to the need to prevent people from being drawn into terrorism (the "Prevent Duty")
- **Governors** - seek to ensure that the school complies with race relations legislation, and that this policy and its procedures are implemented. A specific governor will be appointed to lead in this respect.
- **Headteacher** - ensure that the policy and its procedures are implemented, that staff are aware of their responsibilities, that staff receive appropriate training and support in putting the policy into practice, and that disciplinary action is taken against staff or pupils who discriminate racially.
- **All staff** - deal with racist incidents in accordance with school procedures, and 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. They will keep up to date with INSET and professional issues in the field of Racial Equality.

## **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.

Learners who have committed racial abuse or behaviour will be appropriately dealt with, which may involve exclusion but will also involve education and support. Exclusions and the use of rewards and sanctions are monitored by ethnicity, to identify any patterns.

It is our corporate responsibility to ensure full support for and endorsement of the Race Equality policy. Any breaches will be reported to the Headteacher and/or the Chair of Governors.

We will encourage an atmosphere in which discussion of issues and the open reporting of incidents can take place.

## **ATTAINMENT, PROGRESS AND ASSESSMENT**

North Lakes School has equally high expectations of all pupils, and is dedicated to helping all pupils achieve the highest possible standards of achievement. Monitoring is essential to ensure that no group is disadvantaged. Evaluation of data may result in action planning.

We make regular assessments of pupils' learning, and use this information to track pupils' progress, as they move through the school. As part of this process, we monitor attainment and progress by ethnicity.

School performance information is evaluated in comparison with national data and LA data, to identify any patterns of underachievement. The 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.

## **PARTNERSHIP**

All parents are encouraged to take a full part in the life of the school. The school works with parents and the community to develop positive attitudes towards diversity and to address specific incidents.

## **TRAINING AND PROMOTION**

Opportunities for involvement in training and development activities will be positively encouraged,

Opportunities for whole school events and resources that promote racial equality will be sought actively, promoted and publicized with the whole school community (for example: Albie Ollivierre Dance Workshops, developing link with London schools).

Through our policy, we will seek to broaden the understanding of staff, governors and pupils of the continuing need to challenge inequality in our multicultural society.

We will promote discussion within our school community to raise awareness of the need for race equality and to determine and refine policy and practice.

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.

## **PLANNING AND IMPLEMENTATION**

The Headteacher will monitor the implementation of the Race Equality Policy and its impact on daily school life. As issues arise these will be shared with staff and Governors and actions will be planned accordingly.

## **MONITORING AND REVIEW**

Each priority in the school's strategic plan has a racial-equality dimension. We have a rolling programme of policy review, and this policy will be reviewed every three years, or earlier if necessary. As policies are reviewed and amended, we will check that the principles listed above are properly considered, and are embedded into both policy and practice. Thus our governors seek to ensure that due regard is given to the promotion of race equality within each policy.

### **Linked documents:**

Single Equality Statement

Equal Opportunities Policy

Community Cohesion Policy

**October 2022**