



# **Sharman's Cross Junior School**

## **EQUALITY AND DIVERSITY POLICY**

## **Aims and Values**

Equality of opportunity in school is about providing equality and excellence for all in order to promote the highest possible standards of achievement. Equality of opportunity applies to all members of the school community - pupils, staff, governors and parents.

We place a high value on diversity and treat every member of the school as an individual. We aim to meet the needs of all, taking account of gender, ethnicity, religion, language, age, ability, disability and social circumstances.

The school is committed to:

- ensuring that all, pupils and staff, are encouraged and able to achieve their full potential.
- helping all pupils to develop a sense of their own personal and cultural identity and to respect the identities of others.
- encouraging every pupil to develop the knowledge, understanding and skills needed to participate in a multi-cultural society and an interdependent world.
- opposition to all forms of prejudice, discrimination and racism.

## **1. Our Commitment to Equal Opportunities including Race Equality**

We endeavour to be proactive in promoting equal opportunities, including racial equality, good race relations and in tackling racial discrimination whenever it may occur within our school and work. We generally aim to take a whole school approach in this context. Wherever possible, we work in partnership with our parents and the wider community.

Our commitment covers all aspects of the school's work including:

- Progress, attainment and assessment
- Behaviour discipline and exclusions
- Personal development and pastoral care for our pupils
- All aspects of teaching and learning and the wider curriculum
- Admissions and attendance
- Staff recruitment and professional development
- Partnership with parents and communities

## **2. Roles and Responsibilities**

### **The Governing Body is responsible for:**

- ensuring that the school complies with the Race Relations Act and other equal opportunities legislation.
- ensuring that the policy and its related procedures and strategies are implemented.

### **The Headteacher is responsible for:**

- implementing the policy and its related procedures and strategies.
- ensuring that all staff are aware of their responsibilities and have access to appropriate training.
- taking action in cases of discrimination.

### **All Staff are responsible for:**

- dealing with racist incidents and knowing how to challenge racial and other forms of bias and stereotyping.
- the recording of any racial incidents which may arise in the school. See appendix for examples of racist incidents and recording sheets.
- promoting equal opportunities and good race relations.
- keeping up to date with equal opportunities and anti-discrimination legislation.
- making visitors aware of the school's equality and diversity policy.
- The Headteacher and the Curriculum Committee, a sub-group of the main Governing Body, have specific responsibility for monitoring equal opportunities including racial equality.
- The Head teacher, has specific responsibility for equal opportunities.

## **3. Curriculum, Teaching and Assessment**

In our curriculum planning we endeavour to meet the needs of all pupils. Resources are selected and used to promote equal opportunities. The criteria used for allocating groups are fair and equitable for all pupils. Our aim is to ensure that assessment methods are free from any unfair bias. We use assessment outcomes to identify the specific needs of any pupils who may be underachieving. Our aim is to ensure that teaching methods and styles are varied to take account of different needs of individuals or groups of pupils.

Wherever possible, we aim to celebrate cultural and racial diversity through the curriculum. Our aim is not only to encourage all pupils to oppose racial discrimination but also to make sure that they have the skills to challenge such racism as and when it occurs. Extra-curricular activities cater for the interests and capabilities of all pupils and all pupils are encouraged to access them.

#### **4. Admissions, Attendance, Discipline and Exclusion**

We take steps to ensure that the admission process is fair and equitable to all pupils from all groups. The school monitors pupil attendance by groups (including ethnicity and gender) and uses data to develop strategies to address poor attendance. We accommodate staff and pupils' needs to apply for leave of absence for religious festivals. We aim to identify and adopt good practice strategies in order to reduce differences in rates of exclusion between ethnic groups. Our procedures for disciplining pupils and managing behaviour are fair and are applied equally to all pupils irrespective of ethnicity or gender. All processes for excluding a pupil is free from racial discrimination and our strategies to re-integrate excluded pupils accommodate the needs of all pupils.

#### **5. Pupils' Personal Development, Attainment and Progress**

The monitoring of pupil's attainment and progress by ethnicity, gender, free school meals and the length of time in school enables the identification of underachievement and the school acts on the basis of this monitoring. We take all opportunities to celebrate the achievement of all our pupils. All pupils have equal access to curriculum enrichment activities. Individualised support is provided wherever necessary. We take steps to ensure that there is no racial discrimination for pupils on work experience within our school or in any aspect of the curriculum, which involves outside bodies.

#### **6. Parents and Community**

We regularly inform all parents of their child's progress. All parents/carers are encouraged to participate at all levels in the life of the school. The

school works in partnership with parents/carers and the community to develop positive attitudes to difference and cultural diversity.

## **7. Staffing**

The school adheres to recruitment and selection procedures, which are fair, promote equality and are in line with statutory duties, race relations legislation and operate within the framework provided by the LA. Steps are taken to identify support and provide opportunities for the professional development of all staff.

## **8. Evaluation and Review of the Policy**

We aim to regularly evaluate the policy and review it as necessary in order to take account of current issues. The task will be undertaken by the curriculum committee, a sub-group of the main governing body, which includes staff and parent governors. The policy will then be ratified by the full Governing Body.

January 2015

Review January 2017

Signed: HT

Chair of Governors

## Appendix

- Definitions of Racial Harassment / Ethnic Categories
- Racial Incident Record
- Termly report of school incidents for LA/Governors

### Definitions of Racial Harassment

The following are examples of racist incidents which may involve pupils, teachers and non-teaching staff.

#### Disrespect and Non Co-operation

- Ridicule of an individual's cultural differences e.g. food, music, dress, language etc.
- Showing ignorance of a pupil's cultural practices, in a way which makes the pupil feel uncomfortable, belittled or harassed
- Refusal to co-operate with other people because of their ethnic origin

#### Verbal Harassment

- Derogatory name-calling, insults and racist 'jokes'
- Racist comments in the course of discussions
- Verbal abuse and threats

#### Physical Harassment

- Violent attacks or physical intimidation of children and adults of different ethnic backgrounds

#### Other Incidents

- Damage caused to a person's property which is racially motivated
- Provocative behaviour such as wearing racist badges or insignia
- Racist graffiti

- Bringing racist materials such as leaflets, comics or magazines into the school
- Attempts to recruit other pupils into racist organisations/radicalisation
- Incitement of others to behave in a racist way

### SUGGESTED GUIDANCE FOR SCHOOLS

#### Ethnicity Groupings Guidance

Caribbean	Indian	White British	White and Black Caribbean	
Chinese	African	Pakistani	White and Black African	
Any other Black background	Bangladeshi	Any other White Background	White and Asian	
Any other Asian background	Any other mixed background	Any other ethnic group		

## Sharmans Cross Junior School Racial Incident Record

Date Time Location
Victim's Name Class Ethnicity
Offender's Name Class Ethnicity
Witnesses Pupil/Adult Reported by
Nature of abuse Disrespect/non-co-operation Verbal harassment Physical harassment Damage to property Racist graffiti Incitement Other
Description of Incident
Action Taken