

HOLY NAME CATHOLIC PRIMARY SCHOOL

EQUAL OPPORTUNITIES AND RACIAL EQUALITY POLICY **SEPTEMBER 2019**

Aims and Objectives

At Holy Name we do not discriminate against any member of staff, pupil or visitor on the grounds of their sex, disability, race, colour, religion, nationality, ethnic or national origins. We are aware that racism occurs outside school and therefore strive to counter its impact. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

We promote the principles of fairness and justice for all through the education that we provide in our school. We ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

We constantly strive to remove any forms of indirect discrimination that may form a barrier to learning. We ensure that all recruitment, employment, promotion and training systems are fair to all and provide opportunities for everyone to achieve. We challenge stereotyping and prejudice whenever it occurs.

We celebrate the cultural diversity of our community and show respect for all minority groups. We are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all.

Holy Name school is committed to being proactive in tackling racial discrimination and promoting race equality and good race relations across all areas of school activity including:

- Admissions and attendance
- Achievement, attainment, progress and assessment
- Racism, racial harassment and school ethos
- Behaviour, discipline and exclusions
- Pupils personal development and pastoral care
- Teaching and learning
- Curriculum
- Staff recruitment and professional development
- Partnership with parents/carers and communities

Anti-racism

It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school.

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident.

We endeavour to make our school welcoming to all minority groups. So, for example, we will immediately remove any offensive graffiti that we may find in

school. We promote an understanding of different cultures through topics studied by the children and we reflect this in the displays of work shown around the school.

The curriculum at Holy Name reflects the attitudes, values and respect that we have for minority ethnic groups. So for example, the curriculum gives due emphasis to ancient traditions and cultures, different faiths and beliefs, in the work that the children do on the Ancient Egyptians as well as Black History Month each October.

Should anyone at Holy Name be a victim of racism, we will do all that we can to support that person in overcoming any difficulties they may have. The perpetration of racism will be dealt with as a serious breach of the school's behaviour code.

All Racial Incidents will be reported to the Local Authority.

The role of governors

The governing body at Holy Name, in recognition of its legal responsibility, has set out its commitment to equal opportunities in this policy statement, and will continue to do all it can to ensure that all members of the school community are treated fairly and with equality.

The governing body seeks to ensure that people are not discriminated against because of race, gender or disability when applying for jobs at our school. The governors take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The governors welcome all applications to join the school, whatever background or disability a child may have.

The governing body ensures that no child is discriminated against whilst in our school on account of their gender, disability, religion or race. So for example, all children have access to the full range of the curriculum.

The governing body will ensure that the school complies with Race Relations legislation. The governors will ensure that the policy and its related procedures and strategies are implemented.

The role of the EHT / HoS

It is the duty of the EHT / HoS to implement the school's equal opportunities and anti-racist policy and to ensure that they are supported by the governing body in doing so.

It is the role of the EHT / HoS to ensure that all staff are aware of the school policy on equal opportunities and that teachers apply these guidelines fairly in all situations.

The EHT / HoS ensure that all appointments' panels give due regard to this policy, so that no one is discriminated when it comes to employment or training opportunities.

The EHT / HoS promote the principles of equal opportunity when developing the curriculum and promoted respect for other people in all aspects of school life, for

example, in assembly, where respect for people is a regular theme and in displays shown around the school.

The EHT / HoS treat all incidents of unfair treatment and any racist incidents with due seriousness. Disciplinary action will be taken against any pupils who racially discriminate as appropriate.

The role of the class teacher

The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

When selecting classroom material, teacher pay due regard to the sensitivities of all members of the class and do not provide material that is racist, sexist or negative in nature towards disability. Teachers strive to provide material that gives positive image of ethnic minorities and the disabled and that challenges stereotypical images of minority groups.

When designing schemes of work, we use this policy to guide us, both in our choice of topics to study and in how to approach sensitive issues. So, for example, history topics in our school include examples of the significant contributions women have made to developments in this country's and the world's history. In geography topics the teacher attempts to counter stereotypical images of Africa and Asia and to show the true diversity of development in different parts of the world.

All teachers at Holy Name challenge any incidents of prejudice or racism. We report any serious incidents to the EHT / HoS or equal opportunities and racial quality co-ordinator. Teachers support the work of ancillary or support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Teachers ensure that pupils from all racial groups have full access to the curriculum. Teachers promote racial equality through teaching and relations with pupils, staff, parents/carers and the wider community.

Teachers and other appropriate members of staff should be able to deal with racist incidents, and know how to identify and challenge racial bias and stereotyping.

No member of staff shall discriminate on racial grounds.

Teachers should keep up to date with race relation's legislation by attending training and reading information provided by the school, LA, National Initiatives, or through inset delivered by the Equal Opportunities and Racial Equality co-ordinator.

Monitoring and review

It is the responsibility of our governing body to monitor effectiveness of this Equal Opportunities policy. The governing body does this by:

- Monitoring the progress of pupils of minority groups and comparing it to the progress made by other pupils in the school and setting targets to remove any identified disparities between groups of pupils;

- Monitoring the staff appointment process, so that no-one applying for a post at Holy Name is discriminated against;
- Requiring the EHT / HoS to report to governors on an annual basis on the effectiveness of this policy;
- Taking into serious consideration any complaint regarding equal opportunity issues from parents/carers, staff or pupils
- Monitoring the school behaviour and expulsions policy, so those pupils from minority groups are not unfairly treated;
- Ensure that ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards will be used to inform planning and decision making;
- Consult and involve groups of pupils, parents/carers and others in development and planning process;
- Identify specific race equality targets and action and incorporate into relevant strategic plans
- Review and evaluate all policies and strategies for their effectiveness in eliminating racial discrimination, promoting racial equality and promoting good race relations.

Implementation

Action planning will meet the needs of the policy through the school development plan.

Monitoring of the action plan will ensure effective review and evaluation. The policy will be reviewed annually.

Training and support will be made available to ensure all staff and governors can complete their duties and ensure implementation.

CHILD PROTECTION / PUPILS AT RISK

All Staff are asked to be constantly alert for any signs of abuse to pupils. If suspicions are aroused by signs of injuries of any kind, neglect, undue emotional disturbance or unusual behaviour, please refer the matter to the Headteacher immediately, who will then inform the School's Child Protection Officer. **A DELAY IN RESPONDING COULD BE COSTLY**

Ms Pauline Sloane is the school's Child Protection Officer. Staff will receive Training in Child Protection each year.