

WHITEFIELD COMMUNITY PRIMARY SCHOOL

Race Equality Policy

This policy should be read in conjunction with the school's Racial Harassment policy. Both policies will be reviewed in 12 months time.

Whitefield Community Primary School is committed to the promotion of race equality and the elimination of racial discrimination. We seek to promote good relationships between people of different backgrounds and cultures and to celebrate the cultural diversity present in our society. It will vigorously pursue this aim for all students, staff and wider school community. This school will not accept any acts of overt discrimination and will fully implement its Racial Harassment Policy. It will actively seek to remove any forms of institutionalised racism by the measures outlined in this policy.

Therefore Whitefield Community Primary School has adopted a whole school approach to promote racial equality and to eliminate racial discrimination. Race equality issues will be reflected as a specific aim in all new and revised policies, and will be linked to the school development plan where clear actions and targets will be set. The whole school community will be involved in the implementation, review and evaluation of both policy and procedures.

Any breach of this policy and the Racial Harassment policy by (pupils, staff or others) will be dealt with by the following procedures.

- All incidents should be reported to the designated member of staff as soon as they have occurred.
- All incidents should be dealt with as soon as possible.
- Time must be taken to thoroughly investigate and ensure justice is done.
- Incidents should be handled sensitively to ensure a satisfactory outcome to develop better relationships.
- The incident and action taken should be recorded in the Racial Harassment File.
- All teaching and non-teaching staff need to be given training to respond to incidents within a framework which is consistently applied.

The responsibility for developing, implementing and monitoring this policy will be as follows:

Governing Body
Headteacher
All staff

People with specific responsibilities:

A governor responsible for race equality: Rev J L Bullas

A race equality co-ordinator (staff): Mrs M McGoldrick

A racial harassment policy co-ordinator (staff): Mrs M McGoldrick

An action plan to consult on and implement this policy will be developed by August 31st 2002.

This policy was reviewed on: 21 November 2013

Whitefield Community Primary School:

Whitefield Community Primary School is smaller than most schools of this type, with 179 pupils on roll between the ages of three and eleven. Of these, twenty seven are children who attend the Nursery. The school is situated three miles from the centre of Bury and six miles from the centre of Manchester, close to a motorway. The school draws most of its pupils from a surrounding council estate that has high levels of social and economic need. There are a more girls than boys. More than half the pupils are eligible for free school meals, which is well above the national average. Similarly, forty-eight percent of pupils have special educational needs. Many of these children have emotional and behavioural difficulties as well as specific learning needs. The number of pupils with statements of special educational needs is above the national average and the number of families that move in and out of the area is higher than is normally found. Whilst the school population is predominantly white, about ten percent of the children come from homes where English is not the language mainly spoken and most of them need additional support. The majority are from families speaking Polish or Urdu. The pupils' attainment on entry is well below average and many have a very limited range of language when they start school. The school consists of ten teaching staff, a Higher Level Teaching Assistant, two Nursery Assistants and eight Special Support Assistants who are employed

to work with statemented children, a school secretary, site manager, one cleaning personnel, five mid-day supervisors, three kitchen staff. Staff from the Curriculum Access Service come into school to work with children for whom English is not their first language.

The Governing Body is made up of thirteen members comprising one teaching governor, one staff representative, three parent governors, three members appointed by the Local Authority, three community governors, an associate governor and the Headteacher.

Whitefield Community Primary School has six classes, Years One to Three, a Foundation Stage Unit and a mixed Year Four/Year Five class and a mixed Year Five/Six class.

Ethnicity of the full-time staff includes one Irish. The rest of whom are White-British.

Whitefield Community Primary School will ensure the following.

1. **All policies** will be monitored for their impact on pupils, parents and staff from different racial groups. Reasonable steps will be taken to make the information gained available annually.
2. **Curriculum** planning and delivery will take account of the ethnicity, cultural background and language needs of all pupils. This will be monitored through planning and review documents.
3. **Assessment, assessment outcomes and allocation to teaching groups** is fair and equitable to pupils from all ethnic groups.
4. **Teaching** will reflect the needs of pupils from all ethnic groups and will celebrate diversity.
5. **Resources** will reflect the culturally diverse nature of British society and the cultural needs of the school community. They will promote the understanding of cultural diversity and racial harmony.
6. **Our admission, disciplinary and exclusion procedures and processes** will be fair and equitable to pupils from all ethnic groups and will be monitored to ensure that this takes place. Strategies will be adopted to reintegrate long-term truants and excluded pupils that address the needs of pupils from all ethnic groups.

7. **Religious Observance.** Pupils will be provided with opportunities to fulfil their religious obligations. Provision will be made to meet the dietary requirements of pupils.
8. **Pupils' attainment and progress** in individual subjects will be monitored by ethnic group and subdivided by gender and language.
9. **Disparities** in the attainment and progress of particular ethnic groups will be identified, monitored and appropriately addressed by the school.
10. **Achievements and progress** of pupils from all ethnic groups will be celebrated and valued by the school.
11. **Extra-curricular** activities will be accessible to all pupils.
12. **The appropriate support and guidance** will be offered to every pupil according to need, taking into account their cultural and linguistic needs.
13. **Racism, racial discrimination and racial harassment** will not be tolerated in this school and are dealt with by the provisions of the school's Racial Harassment Policy.
14. **Parents, governors and community partnerships** will be developed by the school for all ethnic groups. Every effort will be made to ensure that parents are regularly informed of their child's progress, in the language most appropriate for the parent. All parents are encouraged to play an active part in school life, particularly where the race, culture, faith or gender of the parent is under represented in the workforce.
15. **The Governing Body.** Every effort will be made to ensure that the governing body reflects the composition of the pupil body and the local community. The school will ensure that governor support will be appropriate for all ethnic groups.
16. **Recruitment and selection procedures** will be consistent with the statutory race relations Code of Practice in employment and will be monitored to ensure that discrimination is not taking place. Every effort will be made to ensure that the staffing of the school reflects the pupil population.
17. **The development and promotion of staff** will be monitored to ensure that all groups benefit appropriately and equally.
18. **Staff and Governor Training.** Staff will be given, and governors

offered, regular and systematic training on race equality issues.

19. **Consultation** with all the stakeholders in the school community on the provisions, procedures and monitoring of this policy will be an integral part of its creation and implementation.

The school has conducted an impact assessment on the effects of this Policy on:

- a. pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of such pupils;
- b. monitor, by reference to their impact on such pupils, staff and parents, the operation of such policies including in particular, their impact on the attainment levels of such pupils.

Maura McGoldrick

Headteacher

MMc/SC

May 2004

Amended/Approved Curriculum Sub-Committee: May 2004

Reviewed: 5 May 2011

Reviewed: June 2012