



## Race Equality Policy

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| <b>Review</b>                    | September 2016            |
| <b>Responsibility for Review</b> | Head Teacher              |
| <b>Review Annual</b>             | September 2017            |
| <b>Approval</b>                  | Head Teacher (notify FGB) |

### Introduction

Glenwood School is committed to the principles of equality of opportunity for all irrespective of gender, race, creed, colour or disability. This policy, together with our Equal Opportunities and Safeguarding policies set out the manner in which the school will adhere to and promote such principles.

Other policies, dealing with specific areas of school activity also include safeguards ensuring equality of opportunity. Such policies include Child Protection, Offsite Activities, Pupil Welfare, Recruitment & Selection of Staff, Spiritual Moral & Cultural and Staff Discipline.

The school is committed to encouraging positive race relations both in the school and wider community. This we seek to achieve by the promotion of multi cultural awareness within the curriculum (see Curriculum paragraphs below) and in the behaviour expected of everybody within the school (see Behaviour paragraphs below)

### Promoting multi-cultural awareness through Curriculum & Extra - curricular activities

- The existence of multi cultural links within schemes of work enables the school to identify opportunities for pupils to develop an awareness of the multi cultural society in which they live.
- The positive promotion and understanding of other cultural traditions aims to counter prejudice and challenge stereotypical views of people from other cultures and ethnic backgrounds.
- In undertaking a proactive approach towards multi-cultural education and promoting cultural diversity we endeavour to instill in pupils an appreciation and understanding of the richness of the world around them.

### **Monitoring of Curriculum & Extra – curricular activities**

- The extent to which multi-cultural links are included within schemes of work is monitored by subject co-ordinators
- The extent to which multicultural links are included within extra curricular activities is monitored on a termly basis by the headteacher.
- Judgements upon the effectiveness of the promotion of multi cultural awareness are based upon pupils' knowledge and behaviour (see paragraph below)

### **Promotion of positive race relations through Behaviour.**

- All members of the school community are required to behave in a manner that counters prejudice and challenges stereotypical views of people from other cultures and ethnic backgrounds and supports an understanding of other cultural traditions.
- The school recognizes that inequalities of opportunity can exist within society for certain individuals or groups and therefore takes positive action to enable every individual to raise his/her self esteem, expectations and performance so as to have wider choices in life.
- The school is happy for pupils to wear special forms of dress where these are an essential part of their religious or cultural background. The exception being items of clothing which are deemed extreme or would have a tendency to isolate or exclude that pupil from the general school community, or that may constitute a Health and Safety risk.

### **Monitoring of Inappropriate Behaviour**

Monitoring of racial incidents is undertaken in line with LA principles and practices. These include;

- Maintenance of a school log to record any incidents of racial intolerance, harassment or other racist behaviour within school. The log will record the nature of the incident, the people involved, the location and the action taken to address the issue. Each entry will be completed by the member of staff that dealt with the incident.
- The school's analysis of pupil data will include a review of the performance of pupils from ethnic minority groups, as well as an analysis of other groups within the school e.g. by special need, gender and other 'additional needs'.
- A record of racial incidents is maintained centrally by the LA and the appropriate returns are completed and forwarded for their scrutiny.

In addition the Senior Leadership Team will

- Undertake a biennial review of the number of reported racial incidents (as part

- of the Deputy Headteacher's Welfare Report which is reported to governors)
- Undertake an individual analysis of the incidents recorded as a result of the school's management of behaviour procedures identifying those that are racially motivated.
  - Any increase will be noted and action taken.

### **Monitoring and Review of the Policy**

A governor appointed by the Full Governing Body will prepare an annual report upon the effectiveness of the policy (included in twice yearly Welfare report)

The policy shall be the subject of annual review initially by the staff of the school and subsequently by the governing body.