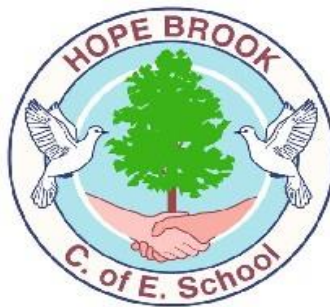


Hope Brook Church of England Primary School



Race Equality Policy

The staff and governors are committed to the development of each child in a positive, healthy and respectful learning environment to encourage all children to achieve their fullest potential.

We want all the children and adults to achieve success through their own efforts, teamwork, self-discipline and motivation; and through links with the Church, the local community and the global community, work towards a better future for themselves and the world in which they live.

Race Equality Policy

Introduction

Hope Brook Church of England Primary School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

*Hope Brook Church of England School will not tolerate racial harassment
of any kind.*

We are committed to combating racial discrimination.

The Legal framework

The Equality Act 2010 requires two specific duties which schools have to undertake:

- To publish information which shows they have due regard for the need to:
 - eliminate unlawful discrimination, harassment and victimisation
 - advance equality of opportunity between people from different (equality) groups
 - foster good relations between people from different (equality) groups.
- To publish at least one equality objective.

Aims and Objectives

Hope Brook School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and celebrate diversity.

We recognise:

- the inclusive nature of the National Curriculum 2014
- the importance of celebrating diverse faiths.
- that minority ethnic groups include Travellers, Refugees and Asylum-seekers and less visible minority groups.
- the importance of Global Citizenship.
- the importance of strong home/school and wider community links.
- our duty under the Race Relations (Amendment Act 2000) to promote race equality actively
- the recommendations of the inquiry into the death of Stephen Lawrence:

*“That Local Education Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism”
(Recommendation 68)*

The definition of institutional racism is *“the collective failure of an organization to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people.”*

A racist incident is *“any incident which is perceived to be racist by the victim or any other person”*

We adhere to Gloucestershire LA’s ‘Guidance for dealing with racist incidents in school’

Actions to ensure Race Equality

1. We evaluate our provision for pupils using the Commission for Race Equality’s *Learning for All: Standards for Racial Equality in School*.
2. All class teachers are prepared to provide care and support for pupils who have experienced racial abuse, seeking advice and guidance where necessary.
3. The school will endeavour to ensure that the governing body & staff team reflects the local community it serves.

Monitoring by Ethnicity

Hope Brook Church of England Primary School recognises ethnic monitoring as essential to ensure that minority ethnic pupils are not being disadvantaged, and that monitoring leads to action planning.

We will monitor:

- ☐ **Admissions**
- ☐ **Attainment**
- ☐ **Attendance**
- ☐ **Racist incidents and actions taken**
- ☐ **Exclusions**
- ☐ **Selection & recruitment of staff**
- ☐ **Governing body representation and retention**

Race Equality Policy

Date of policy: September 2014

Date of review: September 2019

This policy was formulated in consultation with the Headteacher and teaching staff.

This policy was accepted by the Governing Body at their meeting on Wednesday 19th November 2014.

Signed
Chairman

Signed
Headteacher