



Thomas Gray Primary
RACE EQUALITY POLICY – Draft
January 2019

This policy applies to all governors, staff, pupils, parents/carers and visitors to the School.

Thomas Gray Primary School serves a catchment area which is close to the centre of Liverpool. Pupils come from a wide range of socio-economic backgrounds and the majority live in social housing rented accommodation or privately rented housing, with a small minority home owners. The majority of pupils have English as their first language. A small number of pupils speak English as a second language: their first language being Polish, Tamil, Romanian, Bulgarian or Portuguese.

Mission Statement

We, at Thomas Gray Primary strive for excellence in education by providing a safe, secure, caring, family environment, where all are valued and respected as individuals. We will endeavour to enable our pupils to reach their full potential.

Aims

Our Race Equality Policy builds on the Mission Statement, core values and ethos of the School. We recognise our statutory duty as laid out in the School's Single Equalities Policy (April 2014). This policy is an integral part of our School life.

Leadership, Management and Governance :

Governing Body:

- The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination.
- The governors expect all staff, pupils, and parents/carers to support us in this work.
- We will monitor carefully the impact of this policy and its related procedures and strategies in order to improve our practice.
- We will ensure that all relevant policies are assessed for their impact on different racial groups.
- The governors will continue to develop their knowledge and understanding of race equality by taking advantage of any training opportunities.

Headteacher:

- It is the responsibility of the Headteacher to ensure that this policy is carefully monitored and that all those who work in School understand what they are to do and have appropriate training and support.
- She will take appropriate action in the event of non-compliance with the policy.
- Other responsibilities of the Headteacher include the monitoring and reporting of racist incidents to the Governing Body and to the Local Authority annually.

Members of Staff:

- All members of staff have a central role in promoting race equality.
- All members of staff have a responsibility for ensuring that the policy is implemented fully.
- The governors expect that all members of staff know how to recognise and deal with racist incidents, and will challenge racial bias and stereotyping, both inside and outside the classroom.

The effectiveness of our Race Equality Policy will be judged by:

- how successfully it encourages, supports and enables all pupils to reach their full potential;
- how it helps to ensure that all racial groups have full access to the curriculum;
- how it promotes race equality through teaching and learning, the curriculum and the quality of care and guidance.

Ethos

The School fulfils its commitment to race equality by:

- valuing diversity;
- actively promoting good inter-personal and community relationships;
- ensuring that all staff, pupils, parents/carers and volunteers are treated with respect and dignity.

Racism/racial harassment

The School fulfils its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. All such incidents will be investigated fully and reported to the Local Authority.

Curriculum, Teaching and Learning

The School fulfils its commitment to race equality by:

- ensuring access to the curriculum for all pupils to meet their individual needs;
- creating learning environments where all pupils can contribute fully and feel valued;
- ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

Achievement, Attainment, Assessment and Progress

The School fulfils its commitment to race equality by:

- having procedures to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns.
- striving to maintain high expectations of all pupils.

Attendance

The School fulfils its commitment to race equality by:

- monitoring pupil attendance by racial group;
- using the data to ensure that procedures are applied fairly and equally to all pupils.

Behaviour, Discipline and Exclusions

The School fulfils its commitment to race equality by:

- monitoring pupil behaviour and exclusions by racial group;
- using the data to ensure that procedures are applied fairly and equally to all pupils.

Staff Recruitment and Career Development

The School fulfils its commitment to race equality by:

- ensuring that all staff and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against anyone on the grounds of race;
- monitoring and evaluating employment practices;
- reporting to the Local Authority to allow it to fulfil its specific duty under the Act.
- ensuring that all staff have equal access to professional development and training and career progression.

Community and Parental Consultation

The School fulfils its commitment to race equality by working in partnership with parents/carers and the community to develop positive attitudes to racial diversity.

Membership of the Governing Body

The School will fulfil its commitment to race equality by striving to ensure that membership of the Governing Body reflects the community it serves.

Implementation

The School's development, improvement and planning processes are the main vehicles for the implementation of this policy.

Any changes to the Policy will be disseminated to the Governing Body, staff, parents/carers, pupils and volunteers.

Monitoring the implementation and effectiveness of the Race Equality Policy

The Senior Leadership Team will:

- collect and analyse data and other information;
- consult with parents/carers and the whole school community;
- make an annual report to the full Governing Body .

To be reviewed: Spring 2021