

RACIAL EQUALITY POLICY



Episkopi 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.

The National Curriculum encourages schools to: *Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.*"

We at Episkopi strive 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.

Aims of the Policy

- *We believe everyone in our school is equal and should be treated fairly in life.*
- *We believe that everyone should have their culture and background treated positively and with respect.*
- *We have equally high expectations of all children in our school, regardless of background or culture, and aim to promote self-worth through a whole school approach.*
- *We are aware that people in our society are discriminated against and treated as if they are worth less than others because of their race or culture and we will make every effort to ensure this does not happen in our school.*
- *Dignity and respect play a key role in the way we deal with children and adults throughout the School.*
- *We will not tolerate any racial discrimination and will actively foster equality of opportunity and promote good race relations within our school and the wider community.*

We recognise:

- The inclusive nature of the National Curriculum and the opportunities Citizenship presents for encouraging 'respect for diversity'.
- The importance of celebrating festivals from diverse faiths.
- The important contribution immigrants and their descendants have made to Britain.
- The importance of Global Citizenship.
- 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 organisation 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".
- Episkopi Primary School will not tolerate racial harassment of any kind.
- We are committed to combating racial discrimination.
- The Race Equality Policy will be reviewed annually by the Senior Leadership Team and the School Governance Committee.
- The school will monitor and further develop good practice.
- Race Equality training will be part of the induction and staff development programme for all teaching and support staff, student teachers and members of the MOD.
- The school will endeavour to ensure that the MOD School and staff team reflects the local community it serves.

Promoting Race Equality and Good Relations

An awareness, understanding and respect for different cultures and racial backgrounds will be deliberately built into our curriculum content and activities in order to promote and reflect diversity.

We will do this through:

- Ensuring that resources, teaching materials and school information promote diversity and a positive image of different traditions.
- Ensuring that pupils will have the opportunities to experience a range of cultural diversity.
- Using opportunities through literacy to give children experience of a range of cultures and Backgrounds.
- Ensuring that the curriculum meets the needs of pupils with English as an additional language.
- Respecting and celebrating the traditions, festivals and customs of different cultures.

Tackling Racial Discrimination

The school will uphold the current systems in place to ensure that discrimination is not a part of our school and that:

- Action is prompt and open.
- Bullying and inappropriate use of language is reported immediately.
- Children and staff must be treated with respect at all times.
- Preventing and dealing with discriminatory behaviour, abuse, intimidation or racial harassment.

Responsibilities

- We will work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle any racial discrimination. All members of the school community have the responsibility of implementing this policy.
- All parents / carers will be made aware of the school's race equality policy.

The Head Teacher will:

- Implement the policy.
- Ensure that staff are aware of the policy and of their responsibilities.

- Take appropriate action in any cases of racial discrimination.

All staff will:

- Know how to identify and challenge racial bias and stereotyping.
- Deal with any racist incidents swiftly and appropriately.
- Promote racial equality and good race relations and not discriminate on racial grounds.

Parents / Carers will be expected to

- Be aware of and comply with the school's race equality policy.

Recording and Reporting Incidents

- Staff will follow the school's guidance in reporting any racist incident and any such incidents will be reported, in turn, to HQ MOD Schools.

Support for children who experience racial incidents and harassment

We recognise that all individuals will need immediate support and must be reassured that the matter will be treated seriously. The support of external agencies will be used if appropriate.

Staff should provide support for the individual, which may include:

- Listening attentively.
- Indicating that they are pleased that the child has been able to tell them.
- Remaining calm and reassuring.
- Accepting their language and terminology.
- Remembering that to confide in a member of staff may need considerable courage.
- Acknowledging the feelings of the child.
- Showing that they understand the difficulty in discussing the matter.
- Establishing whether the incident is part of a pattern.
- Reassuring while explaining the need to take the matter further.
- We will ensure that parents/carers are aware of the incident and kept informed of the progress of any investigation.

Support for Others

We recognise that members of staff and parents/carers can also experience racial harassment from members of the school community or visitors. We will support them in the same way as we would children.

Monitoring and Review

- We will ensure that whenever a new school policy is developed or an existing policy reviewed the impact or potential impact of that policy on achieving racial equality will be assessed and monitored
- Reports on any racial incidents will be raised at SGC meetings and passed to MOD Schools.

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