

## RACE EQUALITY POLICY

<i>Date Written (Reviewed) :</i>	<i>3<sup>rd</sup> September 2019</i>
<i>Date approved by Governors :</i>	<i>October 2019</i>
<i>To be Reviewed in:</i>	<i>3<sup>rd</sup> September 2022</i>
<i>The person responsible for monitoring this policy statement and monitoring and evaluating its implementation is:</i>	<i>Miss S Owen - Teacher</i>

### Rationale

The Race Relations [Amendment] Act 2000 requires schools to be pro-active in tackling discrimination and promoting equality and good race relations. This policy confirms that Greenbank School is opposed to all forms of racism, is committed to eliminating unlawful discrimination, and promotes equal opportunities and good race relations. The contents of this policy are relevant to the whole school community including parents / carers.

### Aims and Purposes

The aims of this policy are to :

- Promote positive attitudes and behaviour in pupils, staff and parents / carers towards people from all ethnic, cultural or national origins.
- Promote through the curriculum and ethos of our school, tolerance for, knowledge and understanding about and positive attitudes towards people of different cultures, religions and origins.
- Embed systems and structures to assist the school in fulfilling its obligations under Race Relations legislation to pupils, parents/carers and staff.

### Implementation

The Headteacher will :

- Ensure that the requirements of the Authority's Race Equality Policy are embedded in the school development planning process and are communicated to all staff, pupils, parents/carers and other bodies associated with the school.
- Ensure that all racist incidents are recorded and that appropriate action is taken in line with the Authority's policy on Anti-Bullying and Anti-Racist.

In implementing race equality, Greenbank School will :

- Actively promote, through the ethos of the school, and through the provision of staff development opportunities for all staff, equality of opportunity, intercultural understanding and good race relations.
  - Develop the confidence to challenge prejudice and racism at all times to help eliminate all unlawful racial discrimination within the service.
  - Ensure that curricular resources support education for Race Equality in a way that pervades all of the curriculum and allows pupils to understand the origins, nature and detrimental effects of racism.
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- Monitor and review attainment, attendance and exclusion in terms of race equality and collate information on this annually.
  - Support the work of the school's Race Equality Co-ordinator.
  - Ensure there is effective communication between home and school, including attendance of parents/carers at key meetings.
  - Comply with the Council's recruitment and selection policies.
  - Ensure that independent contractors, volunteers and visitors to the school are aware of this requirement to respect all members of the school community including those from minority ethnic backgrounds.

All staff, including visiting instructors and teachers, will :

- Promote equal opportunities, mutual respect for all and good race relations while avoiding discrimination against anyone for reasons of race, colour, nationality, ethnicity or national origins.
- Deal with racist incidents and be able to recognise and tackle racial bias and stereotyping.
- Keep up to date with the law on discrimination.