



# **Marden Primary Academy Racial Equality Policy**

Last Reviewed: Summer 2019  
Reviewed Annually

# MARDEN PRIMARY ACADEMY THE RACE EQUALITY POLICY

## INTRODUCTION

The amended Race Relations Act 1976 gives schools a statutory general duty to promote race equality. The aim of the duty is to:

- eliminate unlawful racial discrimination
- promote equal opportunities
- promote good relations between people of different racial groups.

## 1. BACKGROUND

Marden School lies in a rural setting and is predominantly British-White area. The village has a large number of seasonal migrant farm workers. The school has a small proportion of pupils from ethnic minority groups.

## 2. AIMS AND VALUES

It is our aim to eliminate racial discrimination and to promote equal opportunities and good race relations in all areas of school life including:

- Progress, attainment, and assessment.
- Behaviour, discipline, and exclusion.
- Pupils' personal development and pastoral care.
- Teaching and learning.
- Admission and attendance.
- The curriculum.
- Staff recruitment and professional development.
- Partnerships with parents and guardians, and communities.

## 3. LEADERSHIP AND MANAGEMENT

### Commitments

We are committed to:

- Actively tackling racial discrimination, and promoting equal opportunities and good race relations.
- Encouraging, supporting, and helping all pupils and staff to reach their potential.
- Working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice.
- Making sure the race equality policy and its procedures are followed.

### Responsibilities

#### A Governing body

The governors are responsible for:

- Making sure the school complies with the amended Race Relations Act 1976 (the Act).
- Making sure the race equality policy and its procedures are followed.

#### B. Head teacher

The head teacher is responsible for:

- Making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it.
- Making sure the race equality policy and its procedures are followed.
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of racial harassment and racial discrimination.

### C. All staff

All staff are responsible for:

- Dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping.
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins.
- Keeping up to date with the law on discrimination, and taking up training and learning opportunities.

## 4. **COVERING THE SPECIFIC DUTIES**

We have specific duties under the Act to assess and monitor the effects of our policies (including our race equality policy) on pupils, parents, guardians, and staff from different racial groups.

### **Planning and Developing Policy**

We will:

- Consider whether there are any race equality implications in all future policies.
- Consider recommendations and reports when renewing the policy.

### **Ethnic Monitoring**

- Pupil results and attainment of ethnic minority groups will be compared with other pupils in the same cohort.
- All incidents of Racial Harassment will be investigated and recorded on the appropriate Herefordshire Council recommended forms – monthly returns

### **Assessing and Reviewing Policies**

- The policy will be reviewed as part of our review cycle every year.
- Training needs will be reviewed as part of this process.

## 5. **PUTTING THE RACE EQUALITY POLICY INTO PRACTICE**

- If requested this policy is available for the whole school community, including parents
- On request the policy will be made available in translation within 5 working days.

## 6. **BREACHES OF THE POLICY**

### **Pupils:**

- Any incidents of racial harassment will be dealt with under the School's existing Behaviour policy.
- The school will investigate each incident individually and decide whether or not to report the incident to parents/carers, class teachers, responsible member of staff, Headteacher, police, and whether the incident is recorded on the pupil's file.
- All substantiated incidents will be reported to Children's Services, Herefordshire Council.

### **Staff**

- Where the alleged perpetrator is a member of staff then the investigations, and any subsequent action will be taken within the agreed disciplinary procedures of Herefordshire Council.

## 7. **SUPPORTING THE VICTIM**

- Victims of racial harassment may need immediate help from a member of staff.
- It may also be appropriate for the school to approach the Children's Services or outside agencies for help and/or to refer the victim for further support or counselling.
- In serious cases, it may be appropriate to make a referral to an external agency such as the Police or Victim Support.
- An appropriate member of staff needs to explain the action taken and to express the attitude of the school towards such behaviour, giving the opportunity to the pupils to express their own concerns and feelings.
- In serious cases, the Headteacher or Deputy should meet the parents/carers of victims to explain the action taken and to discuss the matter with them.
- The action taken may differ if the racial harassment has taken place outside school.