



Racial Equality Policy

Adoption by Governing Body



..... (Signature of Chair of Governors)

.....Mar 2017..... (Date)

To Be RevisedMar 2021.....(Date)



Squirrels Heath Junior School Racial Equality Policy

Introduction

Squirrels Heath Junior School acknowledges its duties under the Race Relations Amendment Act 2000. All pupils have equal opportunity to succeed in all areas of the curriculum, regardless of gender, ethnic origin or disability.

We are committed to:

- Promoting a common sense of belonging;
- Promoting good relations between members of different ethnic, cultural and religious groups and communities;
- Eliminating unlawful discrimination
- Preventing and addressing racist behaviour and attitudes
- Promoting equality of opportunity for all

This policy has been developed to ensure that all members of the school community, including visitors and those contractors working on the school site, are aware of our intention to provide equal opportunities for all.

Guiding Principles

In fulfilling the commitments above, we are guided by three essential principles:

1. Belonging – All pupils should feel a sense of belonging to the school itself, the neighbourhood and to Britain more generally. A sense that they are accepted and welcomed, and that they are encouraged to participate and contribute.
2. Identity – Significant differences of culture, outlook and experiences should be recognised and respected.
3. Equality – All pupils are valued equally and should have equal opportunities to learn and to succeed. The school is proactive in removing barriers to learning and success.

Context of the School

The school is situated in North Romford which is part of the London Borough of Havering and is a Community Junior School catering for boys and girls. 63% of our pupils come from White British backgrounds whilst 36% come from other ethnic groups. 16% of our pupils speak English as an additional language.

School Ethos

At Squirrels Heath Juniors we value all children, parents and staff equally. We aim to provide a positive learning environment where each child feels valued, safe and secure and is enabled as a result of a co-

operative relationship between home and school to enjoy learning, to achieve to the best of his or her abilities, and develop self-discipline and respect for others.

We ensure that the principles listed above apply to the full range of our policies and procedures.

Commitment to establishing a racially inclusive culture

At Squirrels Heath Juniors we do not tolerate any racist behaviour or unfair treatment. We value and respect each other, irrespective of race, language, culture or religion.

Through the relationships we establish and the curriculum we deliver we will actively promote racial equality and good race relations. We will confront any cases of racial discrimination.

We are committed to ensuring that all members of the school community including our children understand what racist behaviour is, as well as the steps to be taken should racist behaviour be seen or heard. (See Appendix One)

Behaviour and Discipline

There is no place for discrimination or harassment on the basis of gender, social or cultural background, ethnic origin, or religion at our school and our aim is to eliminate them.

In our behaviour and discipline policy we aim to:

- Ensure that every member of the school community feels valued and respected.
- Support the way in which all members can live and work together in an environment that is happy, safe and secure and where effective learning can take place.
- Promote teaching and learning through the building of good relationships based on mutual respect and consideration for others.

We have clear guidelines for the behaviour expected of our children and also a clear system of consequences in the case of unacceptable behaviour.

Admissions and Attendance

The Local Authority administers school admission. They work to ensure that children from all racial groups are treated equally.

Responsibilities

The Governing Body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented.

The Head Teacher is responsible for implementing, monitoring and evaluating the policy; for ensuring that all staff are aware of their responsibilities and are given relevant training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils in their class for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

Appendix One

Racist Behaviour includes:

- Physical abuse, including pushing or touching
- Verbal abuse, including unfair comments/jokes/name calling/insults
- Graffiti, including writing words or drawing pictures that hurt people
- Treating people differently and less favourably
- Refusing to co-operate or not letting a member of the class join in
- Wearing badges or carrying leaflets which are offensive
- Making unpleasant comments about people's lifestyles
- Making fun of someone for behaving in a different way or wearing different clothes
- Giving gestures or making faces which are threatening, such as standing aggressively or staring
- Damaging someone's property
- Encouraging others to do any of these things

A child who displays racist behaviour will be told that his/her behaviour is unacceptable. They will also be told why their behaviour is considered racist. Their parents will be informed as well as the parents of the victim. Sanctions will be imposed and the behaviour logged. Staff will be informed of the incident so that they can be vigilant in preventing further occurrences. Where appropriate, a special programme of support will be put in place to ensure that the child's behaviour is improved and consideration will be given as to whether a Social Services referral should be made.