



Guillemont Junior School

Policy for the Promotion
Of
Racial Equality

Barbara J Cook October 2002

GUILLEMONT JUNIOR SCHOOL

Policy for Race Equality

We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to Guillemont Junior School. In particular, we:

- celebrate the diverse nature of our society;
- are committed to ensuring race equality in all areas of our work;
- are determined to tackle racism in all its forms.

We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers.

In order to realise its commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups;
- eliminate unlawful racial discrimination.

SCOPE OF THE POLICY

This policy covers all aspects of the work of the school, including:

(a) staff

- recruitment and retention;
- pay and rewards;
- training and professional development;
- performance management;
- consultation and involvement;
- grievance and disciplinary matters.

(b) pupils

- admissions and attendance;
- teaching, learning and curriculum matters;
- progress, attainment and assessment;
- personal development and pastoral care;
- behaviour, discipline and exclusions;
- racial harassment.

(c) other bodies

- governing body matters;
- parental consultation and involvement;
- collaboration with external bodies;
- contracting arrangements.

RESPONSIBILITIES

(a) Governing body

Responsibility for this policy and its effective implementation rests with the governing body. The governing body will:

- adopt and review the race equality policy;
- review all other school policies covered within the scope of the race equality policy;
- monitor and evaluate the operation and impact of the race equality policy;
- monitor and review the race equality impact of other policies;
- provide the resources and support structures needed to ensure the effective implementation of the policy.

A member/committee of the governing body will be appointed to oversee the effective implementation of the race equality policy and to report on issues to the whole governing body.

(b) Headteacher

Under the terms of this policy, the governing body may choose to delegate the day-to-day responsibility for the management of the policy to the headteacher. The headteacher may be given such responsibilities as deemed appropriate to:

- ensure the effective implementation of the policy;
- communicate the policy and its implications to staff, pupils, parents and other bodies;
- organise the delivery of relevant training for staff;
- monitor and report on the operation of the policy;
- take any remedial actions as required.

(c) Staff

The race equality policy applies to all staff.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment.

Staff will be consulted on the implementation of the policy through the normal procedures that apply, and via the relevant trade unions.

(d) Pupils/students

The race equality policy applies to all pupils/students

(e) Parents/carers and other persons

All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

TRAINING AND DEVELOPMENT

We will review the training and development needs of governors as part of the annual process of reviewing the race equality policy. All governors will be expected to undertake an induction programme to ensure that they are aware of the content of the race equality policy and its implications for the work of the governing body.

The training and development needs of staff will be considered as part of the arrangements for performance management. Staff training opportunities will be funded and made available within the normal working day.

BREACHES OF THE POLICY

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the relevant school policy.

RACIST INCIDENTS

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management group.

We will monitor and report on the number of racist incidents on a regular basis. Where children are involved in this behaviour parents will always be informed. Staff involved in racist incidents will be subject to disciplinary measures (see Hampshire County Council Personnel Manual)

RELATIONSHIP TO OTHER POLICIES

The race equality policy applies across all other policy areas, as defined within the scope of this policy. All other policies will be reviewed to ensure that they include explicit race equality objectives.

MONITORING AND REVIEW

We undertake regular monitoring of **all** pupils through curriculum assessment and progress, behaviour records, the SEN Audit and Annual Reports of Achievement. School Targets for curriculum will be set not for ethnic groups but on an individual's attainment based on previous performance and expected progress; evaluation will be made on an individual pupil basis not for ethnic groups.

Where staff groups are subject to Performance Management (appraisal) review, this will be carried out on an individual basis with all members of the group treated individually and equally, according to school or national arrangements (e.g. NQTs, Threshold Teachers, Post Threshold Teachers, Leadership Group Teachers) in line with Hampshire County Council Personnel practice recommendations. Monitoring and review will therefore not be carried out on ethnic groups.

Guillemont Junior School: Policy for Race Equality

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification through our pupil database and personnel records. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the school; or to amend the ethnic group as recorded by an individual pupil/parent or members of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy. Race equality monitoring information will be considered by the governing body on an annual basis.

The race equality policy will be subject to a bi-annual review by the Governing Body.

All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.

DISSEMINATION

We will provide information about our policy for race equality in the School Booklet

Information about the implementation of the policy will also be included in the Annual Report.

This policy was adopted by the Governing Body at its meeting held on

Signature of Chairperson of Governing Body

Barbara J Cook Headteacher October 2002

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