

**Long Ditton St Mary's**  
Church of England (Aided) Junior School



**RACE EQUALITY POLICY**

**February 2006**

# **Long Ditton St Mary's**

## **Church of England (Aided) Junior School**

### **DRAFT RACE EQUALITY POLICY**

#### **1. Context**

The Race Relations (Amendment Act) 2000 placed a new duty on public authorities to promote race equality. This new legislation applied to all schools regardless of the number of pupils from minority ethnic backgrounds.

In 2005/6 Long Ditton St Mary's was invited, because of its ethnic composition of pupils including Gypsy/Roma/Irish traveller families and numbers of bilingual learners to participate in a Surrey LEA "Race Equalities in the Curriculum Pilot Project". Following the training sessions undertaken as part of this, we have re written and revised this policy.

Long Ditton St Mary's is a Church of England (Voluntary Aided) co-educational junior school situated in the North East Area of Surrey within the Borough of Elmbridge. It caters for pupils aged between seven and eleven years of age. The School serves the community in which it is situated. The majority of pupils transferring at aged seven plus come from Long Ditton Infants School. However, we welcome other pupils from other local schools, other areas nationally and other countries.

The School is smaller than most other primary schools nationally. It is broadly in line with the national %age average of pupils known to be eligible for free school meals and those pupils identified as having special educational needs. The percentage of pupils speaking English as an additional language is higher than in most comparable Surrey LEA schools.

<b>Ethnicity – as of January 2006 PLASC figures and categorisation</b>	<b>%</b>
White British (WBRI)	75.4
Other White Background (WOTW)	1.6
White Western European (WEUR)	3.3
Gypsy/Roma(WROM)	2.7
Mixed White and Black Caribbean (MWBA)	1.1
White and Asian (MWAS)	1.1
Any Other Mixed (MOTH)	2.2
Indian (AIND)	3.3
Pakistani (APKN)	0.6
Any Other Asian Background (AOTH)	2.7
Black African (BAFR)	1.6
Any Other Ethnic Group (OOTH)	1.1
Refused to give Ethnicity (REFU)	2.2
Information not yet obtained (NOBT)	1.1

## 2. Aims and values

This school is a voluntary aided Church of England school that is institutionally rooted in the Christian faith. Through its corporate life it attempts to glorify God in the development of the full human potential in each person, whether pupil, parent, member of staff or governor. Its ethos of love and care and its commitment to justice are the foundation of its aims in educating the whole school community to make its proper contribution to society Therefore, this school:

- (a) is opposed to all forms of racism which seek to disadvantage persons on the grounds of colour, culture or ethnic origin;
- (b) will continue to re-appraise and develop its organisation and curriculum in order to create an ethos that meets the needs of all its pupils and so provide the best possible environment in which they may achieve their full potential, spiritually, morally, socially, intellectually, emotionally, and physically;
- (c) Will not tolerate racist behaviour such as name calling, stereotyping of all ethnic groups, insulting remarks, offensive graffiti, and undue pressure on individuals and bullying. It will not use literature that is racially biased and dependent upon stereotypes, nor will it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols;
- (d) Will take immediate and positive action against any racist offences whoever may be the perpetrator. Those responsible will be made aware of the school's opposition to racism and reasons will be given. Sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome;
- (e) In the light of the above, is aware of the need to publicise its racial equality policy and code of conduct. It will keep them under review and maintain a system of monitoring their effectiveness. This critical openness should in fact arise from the place of the church school within the living Christian community which itself should be critically open in response to the message in the Gospel.

## 3. Responsibilities

**The Governing Body** will ensure that

- The school complies with its duty under the Race Relations (Amendment) Act
- The policy, its related strategies and procedures are implemented
- It reviews any complaints and data on an annual basis with the Head teacher via the Personnel sub committee

**The Head teacher** will be responsible for

- The implementation of the policy and ensuring all staff are aware of their responsibilities and that they are given training and support.
- Co-ordinating racial equality across the School and for dealing with specific racist incidents.

- Ensuring that current, applicable and potential issues are raised and discussed in assemblies, the PSHCE curriculum and that appropriate drama groups are used to illustrate current issues in a meaningful, fun but moral way for all pupils to understand

**All staff will be responsible for**

- Helping to raise awareness of the multi-cultural nature of our School/society through the curriculum and everyday events.
- Dealing appropriately with racist incidents, challenging racial bias and stereotyping.
- Promoting racial equality and acting as appropriate role models
- Keeping up-to-date with race relations legislation by attending training and reading relevant literature.

**Visitors and contractors will**

- Be made aware of their responsibility to comply with the school's policy via a poster displayed at reception.

**Pupils will be expected to**

- Treat all individuals with respect irrespective of their colour, creed or gender
- Support the School's Race Relations Policy

**Parents will be expected to**

- Challenge and avoid racial bias and stereotyping
- Act as role models for their children
- Support the School's Race Relations Policy

**4. Breaches of the policy**

- Pupils will be spoken to and incident(s) will be logged in behaviour file. Depending on seriousness of nature or re-occurrence, parents may also be involved. If this is the case, the chair of the Personnel Committee of the Governing Body would also be involved.
- The Headteacher will discuss any incident with staff and other adults. Depending upon the outcome the incident will be logged, documented and placed on the appropriate staff file. Monitoring would take place by senior staff to ensure no further situations develop. If persistent breaches of the policy occur the LEA Personnel Consultancy will be involved to discuss employment contract conditions and the Governing Body informed. See Appendix 1 for Racist Incident Monitoring forms and codes)

## **5. Policy planning and review**

Pupils' behaviour and reactions will be discussed half termly at Staff Meetings. Reports will be submitted to the Personnel Sub-Committee of the Governing body. Such reports will also be included in the Headteachers' termly report to the whole Governing body.

Pupil results will be compared following testing procedures to ensure equality and progress. Equal/Racial opportunities statement of intent appears as a defined section in all school policies.

## **6. Implementation and promotion**

This policy will be implemented throughout all School activities. Parents will be informed in writing via a School Newsletter that a revised policy is in place and can be viewed on the web at [longdittonsm.org.uk](http://longdittonsm.org.uk) or a hard copy obtained from the office during normal office hours.

## **7. Training and development**

The need for relevant training will be discussed with Staff and Governors. Appropriate training will be made available on request.