



## **Race Equality Policy**

Adopted by Governing Body: 24.04.13

Reviewed by Governing Body: 07.05.19

Date of next review: May 2022

Statutory Policy: No

Cycle of review: 3 years

## **Background**

Pitcheroak School reflects the ethnic makeup of Redditch and the surrounding areas.

The pupils at the school at the time of review mainly come from white British families (74%) with a small number of pupils from other backgrounds such as Bangladeshi, Black African, Pakistani, Eastern European, or White and Black Caribbean families. At the time of review all permanent members of staff are white British. Any racist language used by pupils is challenged whether or not a non-white child is involved.

## **Legal Duties**

The school welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and religious groups and communities;
- eliminating unlawful discrimination.

## **Guiding Principles**

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards for the next stage of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society.

## **Aims & Values**

We aim to ensure that the above principles apply to all areas of school life including:

- curriculum (teaching and learning)
- progress, attainment and assessment
- pupils' personal development and pastoral care
- pupils' personal care
- attendance
- staff recruitment and career development
- partnership with parents, carers and communities
- membership of the governing body

## **Leadership & Management**

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 carers and with the wider community to tackle racial discrimination and to follow and promote good practice.

The responsibilities of the Governing Body are:

- making sure the school complies with the amended Race Relations Amendment Act 2000.

The responsibilities of the Head Teacher are:

- making sure the race equality policy is available on the website, and that the governors, staff, pupils, parents and carers can access it.
- 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.

The responsibilities of staff are:

- dealing with racial 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 racial discrimination and taking up training and learning opportunities.

## **Planning and developing policy**

In order to develop this policy and plan for review and evaluation we will:

- ensure that there are references to race equality and cultural diversity issues in the school development plan as appropriate
- consider training needs on race equality and cultural diversity issues and how that training is evaluated.

## **Publishing and promoting the policy**

The policy will be available to all stakeholders via the school's website.