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# **Race Equality Policy**

# **Westmorland Primary School**

## **Autumn Term**

## **2024**

*Date of review: Autumn term 2026*

*Signed: Headteacher*



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### **RACIAL EQUALITY POLICY**

The Race Relations (Amendment) Act in 2000 requires schools to:

- promote equality of opportunity;
- promote good race relations;
- eliminate unlawful racial discrimination.

At Westmorland Primary School we are fully committed to effectively promoting equality throughout the school. Our objectives are:

- To ensure all pupils are of equal value
- To develop every child's self-worth and belief
- To promote respect, individuality and a healthy mental wellbeing
- To promote a broad and balanced curriculum that is accessible to all
- To develop the INTENT of the school through each child and adult
- To promote a healthy, happy, safe environment, which is sensitive to everyone's needs and promotes equal opportunities
- To develop British values within all lessons

Our school population is majority White British children, but we endeavour to work closely together to:

- Make our school a place where everyone, irrespective of their race, colour, ethnic or national origin or their citizenship, feels welcome and valued.
- Ensure that an inclusive ethos is established and maintained.
- Ensure that all pupils are encouraged and able to achieve to their full potential.
- Develop a culture of respect and encourage children to value linguistic, cultural and religious diversity in the wider community.
- Meet the diverse needs of all pupils, and enable children to be respectful to other identities and cultures
- Acknowledge the existence of racism and be proactive in tackling and eliminating racial discrimination.
- Ensure that issues related to racism and racial equality are recognised across all areas of school activity.
- Ensure that racial equality is an integral part of all planning and decision making within the school.

A racist incident is legally defined as any incident deemed racist by anyone involved in or witness to it. Forms of racist incident can include



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- Physical assault, including jostling, physical intimidation, punching/ kicking and other physical contact which may include use of a weapon.
- Verbal abuse, insults or racist jokes, including racist comments/statements/jokes
- Provocative behaviour, including inciting others to behave in a threatening/racist way, abuse of personal property, vicious threatening behaviour, racist propaganda, bringing racist literature into school, racist graffiti, wearing racist insignia.
- Alienation/ refusal to co-operate or work with a pupil of a different ethnic origin, including refusal to sit next to, talk, work with, and help others, parental objections.
- Cyber-bullying via emailing, mobile phone, video clips etc **Implementation:**

The Governors are responsible for:

1. Ensuring the school complies with the Race Relations Amendment Act
  2. Making sure the equal opportunity/race equality policy and procedures are followed
  3. Providing an annual report to parents/ carers on the school's progress in promoting race equality and cultural diversity. This should include a report on the number and nature of recorded incidents
  4. Reporting regularly to the LA on the number and nature of recorded incidents
  5. Taking appropriate action in cases of racial harassment or racial discrimination
- Headteachers are responsible for:**

- Ensuring the equal opportunity/race equality policy is accessible and available and that governors, staff (for this policy, staff includes volunteers), pupils, parents and carers know about it
- Making sure the equal opportunity, race equality policy and procedures are followed
- Providing governors and staff with regular updates on the equal opportunities/race equality policy and its implementation and providing training on the policy, as necessary
- Clarifying staff responsibilities and providing training and support for them to be able to carry out their responsibilities
- Taking appropriate action in cases of racial harassment or racial discrimination **All staff are responsible for:**
- Dealing appropriately with racist incidents
- Being able to identify and challenge racial and cultural stereotyping and bias
- Promoting equal opportunities and good race relations



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- Avoiding and eliminating discrimination against anyone on the grounds of race, colour, language, religion, cultural background, nationality or ethnic backgrounds (including Travellers, refugees and asylum seekers)
- Keeping up to date with equal opportunities and discrimination legislation and guidance; undertaking training and other learning opportunities
- Supporting pupils in their class for whom English is an additional language

- Incorporating principles of equality and diversity into all aspects of their work

Parents/carers are responsible for knowing and following the school's equal opportunity/race equality policy. They are expected to support the school in implementing the policy.

Follow up:

The victim will be:

- assured s/he will receive support and action will be prompt
- encouraged to tell the perpetrator the behaviour is unwelcome