



# RACE EQUALITY POLICY

(Statutory Policy)

**(Pupil Wellbeing Committee)**

(Approval by Pupil Wellbeing Committee – 4 Year Review Cycle)

<b>Date to be implemented from:</b>	May 2021
<b>Date to be reviewed by:</b>	May 2025
<b>Date Reviewed by Sub Committee:</b>	5 <sup>th</sup> May 2021

**Approved by:**  
 Signed: ..... (Chair – Pupil Wellbeing Committee)  
 (Print Name) .....  
 Date .....

*This Policy supersedes any previous Policy of this name or instructions that pre-date this edition.*

*This Policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this School.*

## Policy Statement

1.1 St Andrew's School affirms that individuals are entitled to equal rights, responsibilities and opportunities. The School strives to ensure that all individuals are equally valued and everyone is treated with respect. It places particular regard to those pupils with protected status.

1.2 St Andrew's School will meet its legal requirement to have a Race Equality Policy as part of the Equalities strategy and meet any other legislation or requirements to ensure an equitable and harmonious environment for pupils, staff, parents/carers and visitors.

1.3 The Policy will be readily accessible within the School on the Website and in hard copy on request.



## St Andrew's C of E School, Totteridge

### 2 Reviewing the Policy

2.1 Reviewing the Policy – St Andrew's School will assess the implementation and impact of this Policy on a continuous basis and undertake a regular formal review on an annual basis to ensure it is fit for purpose.

### 3 School Vision

3.1 Our vision is to become an outstanding School within a loving, Christian community.

3.2 Our parents/carers, children and staff will work together to enable all children to:

- achieve their potential
- learn in a safe, stimulating environment
- enjoy learning now and in the future

### 4 Purpose of Policy

4.1 At St Andrew's School, we are committed to providing a learning environment that is proactive in tackling racial discrimination and promoting race equality.

4.2 We will eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.

4.3 We are committed to promoting good race relations through all School Policies and practice and are committed to implementing the Equality legislation regarding pupils with protected status.

4.4 **Anti-Racism Statement:** *ALL STAFF are expected: to respond to and report racist incidents which may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils for whom English is an additional language; and to incorporate principles of equality and respect for diversity into all aspects of their work.*

### Aim of Policy

5.1 This Race Equality Policy provides a framework that translates the values and aims of the



## **St Andrew's C of E School, Totteridge**

School into effective Procedures to enable each child to achieve their potential.

5.2 This Policy provides a framework that translates the values and aims of the School and the Equality Legislation 2010 into effective Procedures to enable each child to learn in a supportive, caring and safe environment. The Equality Act 2010 introduced the public sector equality duty and protects people from discrimination who have protected status.

5.3 This Policy meets our duty to provide a written Policy on racial equality, assess the impact of our Policy, including this Policy on pupils, parents/carers, staff and of different racial groups, including, in particular, the impact on attainment levels of these pupils.

5.4 This Policy helps to ensure that this School promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi- ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

## **6 Definitions**

6.1 The School recognises its responsibilities under the Equality Act 2010 to eliminate discrimination and to promote good race relations.

6.2 There are protected characteristics, one of which is race: ethnicity, heritage or culture. Discrimination of groups defined by their race, colour, nationality, ethnic or national origins and xenophobia is unacceptable at St Andrews.

6.2.1 Racism - a belief or doctrine that differences among the various human racial groups determines cultural or individual achievement and usually involves the idea that some races are superior to others.

6.2.2 Xenophobia is an intense or irrational dislike or fear of people from other countries.

6.2.3 Racist behaviour is often accompanied by prejudice that is a preconceived opinion that is not based on reason or fact.

6.2.4 Racial Equality is an equal regard to/for all races.

6.3 The Stephen Lawrence Inquiry recommended that a racist incident should be defined as "any incident which is perceived to be racist by the victim or any other person".



## St Andrew's C of E School, Totteridge

### 7 Guiding Principles

7.1 Our Equality Objectives are:

- To ensure that all individuals are equally valued and everyone is treated with respect and promote the awareness within our School and our wider community of the protected characteristics as set out in the Equality Act 2010.
- To challenge any inappropriate behaviour within the School community that could impact negatively on those with protected characteristics or none.
- To foster good relations between those who share a protected characteristic and those who do not.
- To ensure that actions are taken to challenge any under-achievement of any group that share a protected characteristic.

7.2 Every pupil should have opportunities to achieve the highest possible standards of achievement for the next stages of their life and education.

7.3 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.

7.4 Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of interdependent communities.

7.5 We are opposed to all forms of racism and xenophobia, including those forms that are directed towards ethnic groups and/or religious groups and communities (anti race, heritage or skin colour, anti-Travellers, anti-semitism, Islamophobia or anti refugees and asylum seekers).

7.6 We will take the following actions:

- create an ethos in which every pupil develops a sense of personal and cultural identity that is positive and yet open to change, and that is receptive and respectful towards other identities
- promote good relations between members of different racial, cultural and religious groups and communities
- promote equality of opportunity
- develop the knowledge, understanding and skills of all pupils enabling them to participate fully in Britain's multi-cultural society and make their contribution as global citizens
- eliminate unlawful discrimination



## St Andrew's C of E School, Totteridge

### 8 Procedures

8.1 Schools must report at least annually to their Governing Body on the number and nature of racist incidents and on any follow-up action taken.

8.2 **All staff will:**

- Take incidents and allegations of racism very seriously
- Follow the LA guidance regarding Dealing with Racial Harassment Incidents in School
- Value cultural traditions
- Provide opportunity to celebrate positive attitudes towards diversity within the creative curriculum
- Provide pastoral care taking account of diversity, culture and religious background
- Monitor attainment, progress and achievement of all pupils and specific pupil groups
- Ensure all Procedures for disciplining pupils are fair and equitable
- Plan for experiential learning experiences for all
- Take positive steps to build partnerships liaising with parents and the local community
- Keep an ongoing awareness of the possibility of racial discrimination
- Challenge any behaviour which is discriminatory
- Record and monitor all incidents, practice and impact of School policies and inform the Headteacher of racist incidents



## St Andrew's C of E School, Totteridge

### 8.3 The **School Leadership** will:

#### *Headteacher*

- Ensure the Curriculum is fit for purpose and provides opportunities for the School to debate Race Equality
- Ensure staff link the requirements of other Policies and statutory guidance (behaviour, exclusions, SEND, Anti Bullying, Prevent Strategy) with this Policy and undergo training to provide a supportive environment and implement the Policy fairly
- Work towards one coherent plan Single Equalities Plan
- Ensure staff have received Safeguarding and Prevent training
- Demonstrate good practice in ensuring Racial Equality in staff recruitment
- Follow Admissions Procedures (see Admission Policy) to ensure Equality
- Work with the wider community to tackle racism and the causes of this behaviour
- Take the lead on investigating allegations of racism
- Liaise with the LA on racist incidents
- Ensure parents/carers are aware of the School's commitment to Equal Opportunities
- Ensure pupils, staff, parents/carers and Governors all understand this Policy and its implications
- Monitor and evaluate this Policy at regular interval

#### *Governance*

- Whole Governing Body will receive annual reports on racist incidents and how they were dealt with
- Ensure the School complies with legislation and that this Policy (and its related Procedures and strategies) are implemented
- Monitor the consistent implementation of the Policy
- Support the Headteacher with Admission Procedures and staff recruitment to support equality
- Ensure the School meets its obligation under Equality Act 2010 for dealing with racial harassment or any harassment of those with protected characteristics
- Ensure the School staff/Governance reflects the community it serves



## St Andrew's C of E School, Totteridge

### 9 Sources of further information and support

The Equality Act 2010 and schools - DfE

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

Community cohesion – Gov.UK

<https://www.gov.uk/government/publications/community-cohesion>

Recording and reporting racist incidents in schools– an update on requirements and good practice, autumn 2012 - Insted

<http://www.insted.co.uk/recording-reporting-2011.pdf>

Steven Lawrence Inquiry – MacPherson Report

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/277111/4262.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/277111/4262.pdf)

Equality Objectives - OfSTED

<https://www.gov.uk/government/publications/ofsteds-equality-objectives-2016-to-2020>