



Manor Primary School

Race Equality Policy

Agreed by Governors: June 2017

Review Date: June 2019

Manor Primary School strives to ensure that the ethos of the school is such that, whatever the heritage and origins of members of the school community, everyone is equally valued (see Equality Policy) and treats one another with respect. Pupils are provided with opportunities to experience, understand and celebrate diversity.

The National Curriculum encourages schools to:

“Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.”

We recognise:

- The inclusive nature of the National Curriculum 2014 and the opportunities it presents for encouraging ‘respect for diversity’
- The importance of celebrating festivals from diverse faiths
- That minority ethnic groups include Gypsy Travellers, Refugees and Asylum seekers and less visible minority groups
- The important contribution immigrants and their descendants have made to Britain.
- The importance of Global Citizenship.
- The importance of strong home/school and wider community links.
- Our duty under the Race Relations (Amendment Act 2000) to promote race equality actively.

Manor Primary School will not tolerate racial harassment of any kind.

We are committed to combating racial discrimination. The definition of institutionalised racism is “the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.” A racist incident is “any incident which is perceived to be racist by the victim or any other person”

Actions to ensure Race Equality

- Make sure the policy is known to all teaching and ancillary staff, pupils and parents
- Monitor pupils by ethnic groups
- Adhere to Staffordshire County Council guidelines on monitoring racist

incidents and provide information to the Council as appropriate.

- All racist incidents will be recorded on the Racist Incident Forms and be reported to the LA.

The Governing Body is responsible for

- Eliminating unlawful racial discrimination
- Ensuring the school complies with Race Relations legislation
- Ensuring the policy and its procedures are implemented
- Promoting equality of opportunity and good relations between persons of different racial groups
- Reviewing the policy annually

The Headteacher is responsible for

- Ensuring the policy is implemented
- Ensuring all staff are aware of their responsibilities and are given appropriate training and support
- Taking appropriate action in any cases of racial discrimination.

All staff will

- Be made to feel valued members of the school team
- Be encouraged to reach their full potential
- Be supported in their professional development
- Have their views, backgrounds and beliefs respected by colleagues
- Act as role models to the children and their parents through the positive relationships they foster with colleagues
- Be responsible for dealing with any racial incidents.

Parents will

- Be made aware of the Race Equality Policy as their child enters the school, and will be expected to uphold the ethos of the school.
- Be informed of any racist incident involving their child and will be expected to work with the school to resolve the incident.

Pupils will be

- Treated as individuals
- Made aware of cultural differences and be encouraged to accept them and understand and value them
- Made aware of common similarities whatever the culture or creed
- Encouraged to take pride in their own cultural background
- Taught to respect other people's religion and culture
- Made aware of each individual's right to the same care, attention and expectations they would accord themselves
- Made aware that racist harassment will not be tolerated. Encouraged to bring racist incidents to the notice of the staff and feel that any such incidents will be dealt with promptly and justly.
- Given the opportunity to discuss issues surrounding racism, and explore possible solutions.