

'Be the best that we can be'

Updated – March 2024

LEGAL DUTIES

Whitkirk Primary School welcomes its duties under the Race Relations (Amendment) Act 2000.

As such 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.
- Making our school a safe, warm and welcoming place for all.

GUIDING PRINCIPLES

In fulfilling the duties listed above, we are guided by three principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages 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, and in the wider context of an interdependent world.

THE FULL RANGE OF SCHOOL POLICIES AND PRACTICES

We ensure that the principles listed above apply to the full range of our policies and practices including those which are concerned with:

- Pupils' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum •
- Staff recruitment and professional development
- Partnerships with parents and communities

PREVENTING RACISM

As in many areas, prevention is better than cure. Whitkirk ensures weekly PHSE lessons take place alongside SMSC lessons, school values and Mindmate sessions to ensure that children are aware of the issue of racism and the damage it can cause to individuals and the wider community. They also explore strategies to ensure they address racism if they are faced with it. The curriculum is based around an ethos of understanding that no forms of racism or racial intolerance are acceptable. We promote a 'speak out' culture. All classes in Reception to Year 3 have a 'Worry Monster' and Year 4-6 classes have a locked postbox that the teacher and teaching assistant check daily. The curriculum is based around an ethos of understanding that no forms of racism or racial intolerance are acceptable.

ADDRESSING RACISM AND XENOPHOBIA

Whitkirk Primary School is opposed to all forms of racism and xenophobia, including those forms which are directed towards religious groups and communities, for example Islamophobia, and against travellers, refugees and asylum-seekers.

CATEGORIES OF RACIST BEHAVIOUR

- Physical assault because of colour of skin and/or ethnicity
- Derogatory name calling, insults and/or racist jokes.
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia.
- Bringing racist materials, such as leaflets, comics or magazines into school.
- Verbal abuse or threats
- Incitement of others to behave in a racist way.
- Racist comments in the course of discussion in lessons or anywhere in school. Ridicule of individuals for cultural differences e.g food, music, dress etc.
- Refusal to co-operate with other people because of their ethnic origins

RESPONSIBILITIES

The governing body is responsible for ensuring that the school complies with legislations, and that this policy and its relating procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

The Assistant Headteacher, with responsibility for behaviour, is responsible for logging all incidents of racism as hate crimes, informing parent/carers and informing the authority.

All Staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; and to incorporate principles of equality and diversity into all aspects of their work. They also have a duty to register all incidents on CPOMS to ensure effective monitoring takes place and that actions are recorded.

INFORMATION AND RESOURCES

We will ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents. A copy will be published on our school website. All staff and governors will have access to resources and training which discuss and explain concepts of race equality and cultural diversity in appropriate detail as they are available.

RELIGIOUS OBSERVANCE

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

ANNUAL REVIEW The policy and practice will be reviewed annually and any modifications or actions required will be implemented. The Headteacher will report to the governors at least annually on the effectiveness of the policy.

BREACHES OF THE POLICY Breaches of the policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head teacher and the governing body.

MONITORING AND EVALUATION

We collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.

Whitkirk Primary School, March 2024