

Promotion of Race Equality Policy

Carterhatch



Infant School

Updated	December 2022
Review due	December 2024

Our Aims

At Carterhatch Infant School we are a community committed to providing a welcoming, happy, safe and caring environment in which all our children can learn and develop. Therefore, our policy is for the whole school community. Children, staff and parents have the right to be respected and feel safe at our school. We place a high value on the equal treatment of all within the school community. We seek to help our children and staff to express their opposition to racism and we consider all aspects of racism unacceptable. We will always strive to promote and maintain equality.

Our Core Values

Kindness - making our world a happier place

Resilience - helping us to stay strong

Perseverance - keep trying

Be brave and challenge yourself - because you can

The best start in life for all our children - no excuses, no compromise

- Our core values support our children to know that they have the right to be treated with respect and that no one deserves to be the victim of racism.
- Our vision and values are underpinned by our statutory duties under the Equality Act 2010.

Aims - We ensure that:

- Children feel safe and supported and know how to report any racial incidents.
- Parents/carers feel supported and know who to contact to express any concerns.
- School staff feel safe and able to raise any concerns with the appropriate person.
- We will not accept or tolerate any racial incidents and it will always be challenged.
- We will respond promptly and effectively to racial incidents.
- We are dedicated to ensuring that every pupil receives an education that offers them the best chance at fulfilling their potential within a safe, supportive and inclusive school environment.
- Whole school and cross-curricular initiatives provide the opportunity to develop awareness of the cultural and linguistic diversity of our community and the world.
- We try to encourage in our children an approach to behaviour, which is socially and morally responsible.
- Our 'Behaviour Policy' clearly sets out our expectations for children's conduct.

Review

As part of a regular review process, the impact of all the school's policies is monitored. In order to assess this policy, the following will be monitored in addition to pupil achievement and progress:

- The content of the curriculum.
- Admissions procedures
- Attendance
- Exclusions

- Pupil and parental participation in extra-curricular activities.
- The representation of our ethnic diversity through the print and environment.
- Records of racist incidents in our schools
- The diversity of our staff and governors.

Roles and Responsibilities

The Governing Body is responsible for ensuring that we comply with [the Equality Act 2010](#) which replaces the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000 and all other relevant legislation. The Headteachers are responsible for ensuring that this policy is implemented in our school.

We seek to achieve this in the following areas:

- Delivery of the curriculum.
- Raising the achievement of all our children.
- Presentation of our school environment.
- Regular monitoring of the effectiveness of this policy.

Racial Equality and education against racism is the responsibility of every member of staff and is promoted through the following areas:

The Curriculum

Whole school and cross-curricular initiatives provide the opportunity to develop awareness of the cultural and linguistic diversity of our world.

- Children are encouraged to participate in a curriculum that takes full account of the richness and variety of the world's ethnic groups.
- Recognise and combat racism and racial discrimination.
- Ensure our curriculum reflects global dimension and incorporates the key concepts of global citizenship.
- Weekly key stage 1 (Mindfulness Monday) in small groups to address any issues or to promote equality, inclusion and 'having a voice'.
- Promoting fundamental British values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs

Our Learning Environments

We strive to ensure that areas of our environments reflect:

- The cultural diversity of contemporary British society.
- The ethnic diversity within the school community.
- Supports English as a second language.

Procedures and Recording Racial Incidents

- We expect staff to deal promptly and effectively to all racial comments/incidents.
- Staff to complete a racial incident form (in the blue boxes around the school) and give to one of the Co-Heads. Please ensure that you complete all sections.
- Class teachers to inform parents of perpetrator and victim. Please speak to SLT if you would like advice or need support in dealing with this.
- The incident will be investigated by the Co-Heads.
- Once the investigation is complete, the Co-Heads will add further details to the racial incident report form and upload it on our school safeguard system.
- Incidents are monitored by Co-Heads and any patterns and trends are acted upon.
- Repeated racial incidents or a single serious incident may lead to consideration under the child protection procedures.
- Refer to our school behaviour policy on how we monitor and support/work with victims and perpetrators.
- The Co-Heads report racial incidents to the governing body each term through the headteacher report. This helps to monitor levels and types of incidents and to celebrate our successes.