



## **Coppice Primary School – Race Equality – Policy**

### Introduction

This policy has been collated to meet the schools statutory duty under the Race Relations Amendment Act 2000. The Act sets out general and more specific duties.

The general duty requires us to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups.

The specific duty requires us to:

- Prepare a written policy on racial equality
- Assess the impact of our policies, including this policy, on pupils, staff and parents. Examine how our policies affect pupils, staff and parents from different racial groups.
- Monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

### Coppice Primary School

Coppice Primary School is a two-form entry school situated within the north of the city. There are currently 425 children at the school. The majority of children live near the school in owner occupied houses. The number of children eligible for free school meals is lower than the national average. The majority of our children are classed as White British, with 21.5% of our children from minority ethnic groups. This has remained relatively stable over the past few years.

### Aims of the policy

Our aim is to provide high quality education for all the children in the school and this policy supports that aim. Our ethos is one of inclusion and we aim to respect, encourage, support and enable all pupils and staff to reach their full potential. This policy should be read in conjunction with the schools' accessibility policy, which gives further guidance.

## Roles and Responsibilities

The Governing Body and the Head Teacher:-

- It is their responsibility to ensure that this policy complies with race relation legislation.
- Will take the appropriate action in cases of racial discrimination. Advice will be sought from School and Governor Support where necessary.
- Ensure all visitors and contractors are made aware of and are expected to comply with the school's race equality policy.

### **All staff have the responsibility:**

- to support and help implement this policy. All staff should promote good race relations across our school. If staff need training to help them challenge stereotypes and identify incidents of racism that training will be provided.
- For the recording of racist incidents. The racist incident book is kept in the Head Teacher's Office. All racist incidents should be reported to a senior teacher (Head, Deputy, Assistant Head or Phase Leader).
- The designated member of staff for race equality/inclusion is the Deputy Head Teacher.

### **Parents and carers**

- Racist incidents at the school are very rare. When they do occur parents are expected to support the school and re-enforce at home that racism is not acceptable under any circumstances.

### **Pupils**

- Should understand that racism is not acceptable. They should feel confident enough to report any incidents of racism either directed at themselves or their peers.

### **Curriculum, extra curricular activities, teaching and assessment**

At Coppice we aim to:-

- Celebrate racial and cultural diversity through the curriculum. Resources and displays around the school will reflect the experience and backgrounds of pupils and show the children cultures beyond their own experience. There is a cultural diversity display board outside the hall which is changed regularly. Children research the figure on the board and add facts about him or her.
- Ensure that the criteria used for allocating pupils to classes and activities are fair and equitable for children from all ethnic groups.
- Ensure that assessment methods are free from any bias.
- Tracking data is used to identify and support all children from underperforming groups regardless of race or gender.
- Make sure extra curricular activities are open to all students who self select by aptitude, ability and personal preference.

## **Admissions, Attendance, Discipline and Exclusion**

At Coppice we:-

- Monitor attendance closely and the data is used to address any poor attendance.
- Allow children to take time off for religious festivals.
- Make sure that the admissions procedure is fair to all pupils from all ethnic groups
- Have fair procedures for behaviour management that are applied equally to all children irrespective of ethnicity.

## **Pupils' Personal Development, Attainment and Progress**

- At Coppice we take opportunities to recognise, value and celebrate all forms of achievement.
- When racist incidents do arise these are dealt with on a case-by-case basis and the appropriate response is made, e.g. through class assemblies and circle times.

## **Parents, Carers and the Community**

- We regularly inform parents and carers about the progress of their children through formal and informal means.
- Parents and carers will be informed of repeated or serious racist incidents and will be expected to support the school.
- We are currently forging links with schools outside the immediate community.

## **Evaluation and Review**

- It is our aim to regularly evaluate the implementation of the Race Equality Policy and review it as necessary to take account of current issues and new legislation. The Curriculum Committee of the Governing Body will undertake this task.

***Date agreed by the Governing Body:***

\_\_\_\_\_ (Chair of Governors)

\_\_\_\_\_ (Head Teacher)