

Hyde Park Junior School

Race Equality Policy

At Hyde Park Junior School, we are committed to promoting equality of opportunities and tackling racial discrimination in all its forms.

We accept the definitions of racism and institutional racism contained in the Stephen Lawrence Inquiry Report, namely:

Racism – conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin

Institutional Racism – the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture 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 disadvantage minority ethnic people.

We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality, and understand their personal responsibility to promote race equality.

We recognise the importance of promoting good relations between people of different ethnic groups and preparing pupils for life in our culturally diverse society. We are proud of the inclusive nature of our school and believe that as educators, we play a vital role in positively influencing pupils' views and attitudes. We recognise the need to ensure pupils leave our school with the knowledge and understanding to promote racial harmony in subsequent schools and within the wider society.

Hyde Park Infant School is committed to monitoring by racial group:

- ☐ Admissions
- ☐ Attainment in all curriculum areas
- ☐ Attendance
- ☐ Racist Incidents and action taken
- ☐ Selection and recruitment of staff
- ☐ Staff development
- ☐ Exclusions
- ☐ Awards and rewards
- ☐ Disciplinary sanctions
- ☐ Participation in extra curricular activities
- ☐ Attendance at parental consultations
- ☐ Governing Body representation and retention.

Responsibilities

The governing body (under the Race Relations (Amendment) Act 2000 has responsibility for

- ensuring that the school complies with Race Relations legislation
- ensuring that the policy and its related procedures and strategies are implemented and reviewed

The headteacher has responsibility for

- implementing the policy and its related procedures and strategies
- ensuring that 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 have responsibility for

- dealing with racist incidents, and knowing how to identify and challenge racial bias and stereotyping
- promoting racial equality and good race relations and not discriminating on racial grounds
- keeping up to date with race relations legislation by attending training and information opportunities

Breaches of the Policy

Pupils

The school has a comprehensive monitoring system for use in school which report both physical and verbal incidents of racism.

These are, in turn, reported termly by the headteacher for local authority monitoring purposes.

Staff and other adults in school

Breaches of the policy in regard to any adults on the school site should be reported immediately to the headteacher.