



Race Equality and Objectives Policy

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Rationale

This school acknowledges the differences and diversity within society and the need to treat all people with respect. We will not tolerate racial harassment of any kind and we are committed to combatting racial discrimination.

We acknowledge that the definition of institutional racism is: "The collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour and ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless 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".

We have a commitment to include and meet the needs of the following equalities groups:

Black and Minority Ethnic faith groups
Travellers
Asylum Seekers and Refugees

Aims

- To promote equality of opportunity
- To provide positive representation of a diverse range of cultures
- To celebrate festivals from diverse faiths
- To acknowledge the contribution immigrants and their descendants have made to Britain
- To develop strong home / school and wider community links
- To actively promote race equality with reference to our duty under the Race Relations (Amendment Act 2000)
- To follow the recommendations of the inquiry into the death of Stephen Lawrence:
"That Local Education Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism."
(Recommendation 68)
- To provide an inclusive curriculum which acknowledges and encourages 'respect for diversity'

• [The Equality Act 2010](#), which introduced the public sector equality duty and protects people from discrimination

• [The Equality Act 2010 \(Specific Duties\) Regulations 2011](#), which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: [The Equality Act 2010 and schools](#).

Guidelines

- We will explain differences and similarities in an honest, age / stage appropriate way
- We will provide appropriate resources as required
- We will ensure that race equality training is part of the induction and staff development programme for staff, student teachers and governors
- We will ensure that all parents/carers are able to access information. Where needed, the school makes use of translation and interpretation services
- We will deal with racial incidents in accordance with Bristol City LA Guidelines
- We will undertake a race equality audit using the CRE's 'Learning for All': Standards for Racial Equality in School and will:
 - 1) Set race equality targets
 - 2) Write an Action Plan to ensure targets are met
 - 3) Make the policy and targets known to all staff and parents/carers
 - 4) Monitor children by ethnic group
- The Race Equality Policy will be reviewed annually by the Headteacher and the Governing Body
- The Governing Body will comment on how race equality targets have been met in their annual report to parents/carers (and what impact they have had on minority ethnic children)
- We will set up a working party to monitor and further develop good practice
- We will train all staff in the care and support of any member of the school community who has experienced racial abuse
- We will become a member of Bristol Race Equality Council
- We will endeavour to ensure that the governing body and staff team reflects the local community that it serves
- We will develop a working relationship with Bristol LA's International Education Office at Bristol Education Centre to develop links with schools overseas
- This policy will inform all of our school policies and will be a point of reference when planning and assessing our School Improvement Plan.

Monitoring by Ethnicity

Ilminster Avenue Nursery School recognises ethnic monitoring as essential to ensure that minority ethnic pupils are not being disadvantaged, and that monitoring leads to action planning. (Essentials in **bold** type).

We will monitor:-

- Admissions
- Attainment
- Attendance
- Punctuality
- Effects of pastoral strategies
- Rewards
- Sanctions
- Racist incidents and actions taken
- Exclusions
- Response to teaching styles / subject
- SEN list
- Setting / groups
- Effects of the curriculum
- Extra-curricular activities
- Selection and recruitment of staff
- Governing body representation and retention
- Parents / carers attending consultation meetings
- Parents / carers involvement in the life of the school (attendance at parents / carers evenings, in the classroom, school productions etc).

Roles and responsibilities

The governing board will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Headteacher

The Headteacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors

The ELT will:

- Support the headteacher in promoting knowledge and understanding of the equality objectives amongst staff and pupils
- Support the headteacher in identifying any staff training needs, and deliver training as necessary

All school staff are expected to have regard to this document and to work to achieve the objectives