



## **POLICY FOR RACIAL EQUALITY – STUDENTS AND PUPILS**

At The King's School, we believe that everyone in our school should be valued as an individual and we should provide equal opportunities for all children, whatever their colour, racial group, ethnic, cultural or national origins, traveller and refugee status and asylum seekers.

- We aim for all our pupils to achieve their full potential during their time with us. As such, we work to ensure that our expectations, attitudes, and practices – in particular those relating to race – do not prevent any child from reaching their potential.
- We are opposed to all forms of racism, including those forms directed against individuals and groups.
- We are committed to the wellbeing of all members of The King's School Community.

### **Principles**

- All staff and governors have a responsibility to implement the school's Racial Equality Policy – Students and Pupils and eliminate racial discrimination.
- Diversity is recognised as having a positive role to play within the school.
- The school recognises the importance of language and culture to an individual's sense of identity and belonging.
- Clear procedures are in place to ensure that racist incidents, racial discrimination and racial harassment are dealt with promptly and consistently.
- This policy covers all aspects of the work relating to students and pupils of The King's School, including:

#### ***i) Admissions and attendance;***

Our admission process is fair and equitable to pupils from all ethnic groups.

We recognise that pupils may take time off for religious festivals and will consider applications for leave of absence in accordance with the school's Attendance Policy.

#### ***ii) Teaching, learning and curriculum matters;***

Curriculum planning, teaching methods and styles will all take account of ethnicity, background and language needs of all pupils.

Resources are chosen to promote a greater understanding of cultural diversity and racial equality and are used in all areas of the curriculum.

Teacher time, attention and all resources are given equally to all ethnic groups.

#### ***iii) Progress, attainment and assessment;***

All parents are regularly informed of their child's progress.

#### ***iv) Personal development and pastoral care;***

Children and all staff are encouraged to value each other and build up and maintain co-operative working relationships both within school and in the community, such relationships being based on mutual respect for each other.

All pupils will have the opportunity to learn about different faiths.

#### ***v) Behaviour, discipline and exclusions;***

The school is aware of cultural differences in expressing emotions, and procedures for dealing with disruptive behaviour will take account of these differences.

The school will take proactive steps to prevent exclusion.

The process of excluding a pupil is fair and equitable to pupils from all ethnic groups.

Discipline procedures – notably rewards and sanctions – are fair and applied equally to all pupils, irrespective of ethnicity.

### **Racism, Racial Discrimination and Racial Harassment**

- The school community will not accept verbal, psychological and physical Racism, Racial Discrimination and Racial Harassment.
- The Headteacher and school staff are alert to signs of Racism, Racial Discrimination and Racial Harassment and deal firmly with such behaviour.
- Pupils must inform staff about cases of actual and suspected cases of Racism, Racial Discrimination and Racial Harassment.
- Pupils and all staff will deal with Racism, Racial Discrimination and Racial Harassment with the same procedures as bullying.

### **Procedure to deal with Racism, Racial Discrimination and Racial Harassment**

- All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management team or Pupil Support Officer.
- All incidents are dealt with as soon as they are reported
- All participants are interviewed
- All relevant witnesses are interviewed
- The school's policy is stated
- Depending on the severity of the incident normal school sanctions may be imposed and parents may be informed

### **Monitoring and Review**

To ensure racial equality at The King's School we will undertake appropriate regular ethnic group monitoring of pupils and staff for the purpose of evaluating the impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

The following is a list of data the school may collect by ethnic group.

- Admissions, attendance and exclusions.
- Pupils having Special Educational Needs and the levels of support provided.
- Examinational Results/Value added data.

### **How will the Data be used**

The data collected will be used for school wide planning and decision making.

Ethnic monitoring data on attainment and progress will be used:-

- To plan the curriculum.
- To set priorities and allocate resources to groups that are performing poorly.
- At management meetings and at other meeting relating to curriculum matters, pupil performance and school resources
- To compare the school's performance with that of similar schools.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.

Race equality monitoring information will be considered by the governing body as deemed necessary.

The Policy for Racial Equality – Students and Pupils will be subject to regular review by the Board of Governors.

All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.