

ELMLEA INFANTS' SCHOOL

Policy for Racial Equality

Elmlea Infants' School will not tolerate racial harassment of any kind. We are committed to having a racially inclusive environment.

Elmlea Infants' School is a County Community Infants School, which was opened in 1970 adjacent to Elmlea Junior School. Elmlea is an average sized school for pupils aged four to seven. There are 268 pupils at the school – January 2008. Most pupils are from white English speaking families, although there 12.8% of ethnic minority children and of these children 2.2% speak English as an additional language. There is a well below average percentage of pupils with special educational needs – 3.0% of pupils with statements of Special Education Needs, which is below the national average. The great majority of pupils come from very advantaged homes.

(Ofsted 2006 and DATA 2007)

Rationale:

Elmlea Infants' School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

Education has a crucial role to play in bringing about a fair and just society. It is important that people learn to respect themselves and each other as citizens, so that we can build a society which is based on mutual respect and understanding. @ (Jacqui Smith MP - Parliamentary under Secretary of State - School Standards 2000).

No child, or adult, should be excluded or disadvantaged because of ethnicity, culture or religion, home language or family background. (DFES Curriculum Guidance for the Foundation Stage).

The National Curriculum encourages schools to:

Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.

Elmlea Infants' School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect.

Aims :

This Policy emphasizes the importance of combating racism and working together towards racial equality in a predominantly white environment by ensuring:

- all practitioners acknowledge the rich ethnic, cultural and religious diversity in our society
- all pupils achieve their full potential
- the pupils have equally high expectations

- all pupils have access to, and can make use of, the school's facilities and resources
- all pupils begin to develop an understanding of the world as diverse and multi-ethnic
- all pupils develop and learn in the positive, caring ethos and environment which is Elmlea

Elmlea Infants' School recognises:

- The importance of celebrating festivals of diverse faiths.
- That minority ethnic groups include Gypsy Travellers, New Age Travellers, Refugees and Asylum-Seekers and less visible minority groups eg. other members of the UK and the EU.
- The important contribution immigrants and their descendants have made to Britain.
- The importance of strong home/school and wider community links.
- Our duty under the Race Relations (amendment Act 2000) to promote race equality actively.
- 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 (Recommendations 68)

The definition of institutional racism is “the collected 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.” Stephen Lawrence enquiry.

A racist incident is “any incident which is perceived to be racist by the victim or any other person.” Stephen Lawrence enquiry.

Guidelines to ensure Race Equality...

1. The school will provide all children with the opportunity to experience understand and celebrate diversity.
2. The school will immediately challenge and deal effectively with any racial discrimination between racial groups in respect of progress and attainment or any other racist incident.
3. The curriculum will include activities which raise awareness of different cultures by making full use of the skills and knowledge of people from all racial groups.
4. The school will challenge all stereotypes and prejudices.
5. Classroom management will include:-
 - creating a positive and inclusive ethos based on mutual respect for diversity.
 - taking positive action to ensure mutual respect and trust between pupils from different ethnic groups.
 - showing a commitment to challenging and preventing racism and discrimination.
 - taking responsibility for implementing the School's Racial Equality Policy.
 - finding out about the child's ethnic, faith and cultural heritage and home experiences, so that familiar experiences and interests can be used as starting

- points
 - for teaching and learning.
 - promoting self confidence and a positive attitude in all children, whatever their
 - ethnicity and home language.
 - using materials, equipment and displays that reflect the community the children come
 - from and the wider world.
 - including the local community and environment as a source of learning.
- 6. The school will recognise the rights of pupils to take time off for religious observance.
- 7. Any obstacle which prevents ethnic minority pupils, staff or parents from being involved in any of the school's activities is identified and action is taken to remove any barrier.
- 8. The dietary needs of pupils from all ethnic groups are taken into account.
- 9. The school will respect the religious and cultural needs of all pupils with regard to dress and hairstyle.
- 10. All pupils have the opportunity to participate in festivals celebrating faiths.

Monitoring...

At Elmlea we keep very detailed assessments on all children to ensure both consistency throughout the school and that every child is making good progress and is appropriately challenged. (MER Policy) Effective monitoring is the key to raising and sustaining standards of Teaching and Learning.

Effective monitoring ensures:

- Excellent Teaching and Learning throughout the school.
- Excellent planning and delivery of the curriculum.

As a result we regularly monitor the progress of boys and girls, summer born children and children who have English as a second language, in line with 'Learning for All' - Standard for Racial Equality in Schools - 2000. (CRE)

Elmlea Infants' School recognises ethnic monitoring as essential to ensure that minority ethnic pupils are not being disadvantaged, and that monitoring leads to action planning.

We will monitor:

- Admissions
- Attainment
- Attendance
- Punctuality
- Rewards
- Sanctions
- Racist incidents and actions taken
- Exclusions
- Response to teaching styles/subjects
- SEN Register
- Selection and recruitment of staff
- Governing Body representation and retention
- Parents' involvement in the life of the school (representation on PTA, attendance at parents' evenings, curriculum evening, volunteer helper groups etc)
- Gifted and Talented

Procedure for complaints:

In the event of a complaint, from a child or parent, of a racist remark or incident, the following procedures must be followed:-

1. The Class Teacher will follow up the complaint as a matter of urgency, by interviewing and talking with all parties concerned to establish the sequence of events.
2. If a complaint is found to be justified and a racist incident has occurred, the details must be entered in the Racist Incidents Book in the office filing cabinet.
3. Parents of all children must be informed in writing of the incident and outcome that same day.
4. Children found to have made racist remarks/caused a racist incident must be made aware of the seriousness of the matter. Bearing in mind that our children are very young, this could take the form of a class circle time, an assembly, or a direct one-to-one discussion. If a one-to-one discussion is appropriate, the child's parents should be informed in writing of the actions taken.

Conclusion :

This policy must be read in conjunction with policies for: - Inclusion and Equal Opportunities, Multi-Cultural Education, Behaviour, Anti Bullying, R.E., P.S.H.E. and the School's Aims and Values.

All parents and practitioners at Elmlea Infants' School will work together in an atmosphere of mutual respect - and ensure that all children develop confidence, feel included, secure and valued.

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