

Equal Opportunities Policy

It is important to emphasise that a policy only has value if it is put into practice.

Our Equal Opportunities Policy helps to ensure that this children's centre and school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. Through our policies and our provision we aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

Racial Equality is one section of our Equal Opportunities policy, but should also be read in conjunction with our Behaviour and Special Educational Needs policies. This section of the policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

The *General Duty* requires us to have due regard to the need to eliminate racial discrimination and promote equality of opportunity and good relations between people of different racial groups.

The specific duties require us to:

- prepare a written policy on racial equality;
- assess the impact of our policies on pupils, staff and parents of different racial groups, and in particular on these pupils' attainment levels;
- monitor and review the operation of our policies, with specific reference to attainment levels of pupils from different racial groups

We aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of children's centre/school life. We do this by:

- actively tackling racial discrimination and promoting racial equality through our school brochure, *Governors' Annual Report to Parents* and other publications
- regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures;
- identifying clear procedures for dealing quickly with incidents of racist behaviour between pupils or between adults on school premises;
- developing assertiveness in pupils and staff, so that they are confident to challenge racist and aggressive behaviour.

Any incident of racial harassment is unacceptable in our centre/school. Following any incident that is considered to be racially motivated, these agreed procedures should be followed, in addition to our guidelines for managing behaviour:

- the incident and any action taken must be reported to the Headteacher
- details of the incident must be recorded in the file in the school office
- the head teacher must record all racial incidents and report them annually to the governing body

The policy has an action plan that is linked to the centre/school's development plan. The centre/school's development plan will include a race equality dimension for each priority. This enables the governing body to monitor the impact of the school's promotion of race equality. The Governors' Annual Report to Parents will, in future, contain a section on the centre/school's success in promoting race equality. Racial equality will also be an agenda item at each full meeting of the governing body.

A rolling programme for reviewing our centre/school policies is one aspect of our School Development Plan. Through this we review the impact of our policies on pupils, staff and parents from different racial groups, looking in particular at pupils' attainment. Policies relating directly to the attainment and progress of pupils from different ethnic groups will be reviewed first. When policies are reviewed in future, governors will ensure that due regard is given to the promotion of racial equality within each policy.

We continuously assess pupils' learning and record their progress, to ensure that children from all backgrounds and ethnic groups are making the best possible progress. Where necessary we adjust our provision to support their learning more effectively. By monitoring we can identify differences in pupil performance and take action to meet the needs of specific groups, including setting targets within our School Development Plan.

All staff and governors are entitled to appropriate training on racial equality issues, linked to priorities within the school's strategic plan. Induction for new staff includes an element on racial equality.

The school is required to supply the LEA with employment data related to racial groups employed by the school.

This policy was drawn up in consultation with teachers, support staff and members of the governing body.

This policy was approved by the governing body.

Signed:

Date: