

Race Equality Policy

Statement of Commitment

Brookhurst Primary School is committed to a policy whereby no member of the school community is discriminated against on grounds of 'race' (including colour, nationality, ethnic or national origins).

We aim to be an inclusive school that is successful in raising the attainment of all pupils. To do this we must be successful in delivering race equality. We aim to do this through application of the following outcomes.

Outcome 1: **Raising Attainment and Closing the Achievement Gap**

Our school has high expectations of all pupils. We support all our pupils to reach their full potential. We aim that pupils from all ethnic groups have high levels of attainment and rates of progress.

This will be implemented and monitored by:

- Setting group and individual learning targets, where appropriate
- Implement a programme of training and development for staff which includes raising awareness of, and equips staff with, the skills to meet different learning styles
- Pupil tracking
- Identification of trends in data
- Assess the quality of teaching and learning within the school and whether it meets the needs of minority ethnic pupils
- Consider surveys of pupils and parents on how they feel the school can most effectively meet their needs.

Outcome 2: **Improvements in good race relations**

Our school recognises and values diversity. All our children have a sense of belonging. We have few racist incidents and these are dealt with effectively: children from different ethnic backgrounds mix and get on well with each other.

We have positive relations with the wider community - including different faith groups - and the community is actively involved in the life of the school.

This will be implemented and monitored by:

- Maintaining the good relationships between groups of pupils, parents and staff
- Continue to develop relationships between our school and the wider community, including minority-ethnic groups and faith groups
- Monitoring racist incidents

Outcome 3: Improved Pupil Behaviour

Pupil behaviour and attendance across our school is good with no notable difference between ethnic groups. The school does not exclude many pupils and there are no significant differences in rates of fixed-term or permanent exclusion between ethnic groups.

This will be implemented and monitored by:

- Assessing our school's ethos and the action taken to prevent poor behaviour and attendance
- Reducing the likelihood of exclusions for pupils at risk by; training staff to recognise and tackle the causes of dis-affection; training staff in effective inter-personal skills and conflict management; extend mentoring schemes among pupils; seek the active involvement of parents and negotiate individual pastoral support plans for relevant pupils.
- Monitor permanent and fixed-term exclusions to see why pupils were excluded, if there are any patterns and trends in the rates and reasons for exclusion

Outcome 4; Parental and Community Involvement

We aim to encourage parents from all ethnic groups to be actively involved in their children's learning and development and welcome local minority-ethnic communities and religious communities to be actively involved in our school.

This will be implemented and monitored by:

- Encouraging supportive relationships between our school and the wider community.
- Improving parents' understanding of their child's learning and development needs and encouraging them to support their child's learning
- Monitoring parental involvement in their child's learning and development including attendance at meetings and appointments

Outcome 5; A diverse and representative workforce

We encourage people from minority ethnic groups to be represented at all levels of our school workforce, all staff have full access to opportunities for promotion and career development.

This will be implemented and monitored by:

- Reviewing our procedures for the recruitment and development of staff from minority-ethnic backgrounds
- Monitoring by ethnicity the number of staff in post, by grade, applications for employment, training and promotion
- Monitoring staff receiving training, grievances, disciplinary action, appraisal outcomes and reasons for leaving

Outcome 6 - A fair and representative admissions policy

Admissions to our school reflect the ethnic backgrounds of the communities we serve.

Wherever available or appropriate, all newly-arrived pupils have immediate access to a school place and to appropriate support.

This will be implemented and monitored by:

Setting targets that aim to:

- Remove barriers to access, to increase applications from under-represented ethnic groups
- Reduce and remove unjustifiable differences between ethnic groups in admissions, or the time taken to admit
- Monitor how long it takes to process applications for admission that are made outside the normal admission round.

Monitoring the Policy

In order to monitor the impact of the Policy on pupils, parents and staff from different racial groups, the Headteacher will coordinate the collection of information about its application in different areas.

Accountability

The Governing Body is responsible for the application of this policy.

Legal Requirement

It is the School's policy to meet the requirements of the Race Relations Act 1976 as amended by the Race Relations Amendment Act (2000). Under the Acts it is unlawful for an educational establishment to discriminate against an individual, whether a pupil, member of staff or a parent.

Publicising the Policy

Copies of this policy are available via the school Office and school website

www.brookhurstprimary.com

Complaints Procedure

Pupils and parents wishing to make a complaint about an alleged racist incident or discriminatory treatment should contact the Deputy Head teacher. School personnel should follow the grievance procedure available on the WES website.