Grove Vale Primary School

Race Equality Policy

March 2019

**Written by:** A Connop

**Completed date:** March 2019 **Review date: March 2021**

**POLICY STATEMENT**

It is policy and practice at Grove Vale Primary School to treat all people equally. We acknowledge differences of race, culture, religion, physical ability and mental ability but our over-arching view is that each person is an individual and has the right to be treated as such. The school welcomes everyone in the community to become part of the life of the school.

**SCHOOL CONTEXT**

Grove Vale Primary School is situated in Great Barr, in the Charlemont with Grove Vale ward. The current ethnic make- up of the pupils is as follows:

|  |  |
| --- | --- |
| **Any other Asian background, Any other White background** | 5.00% |
| **Any other Black background** | 1.00% |
| **Any other ethnic group** | 1.00% |
| **Any other mixed background** | 2.00% |
| **Bangladeshi** | 1.00% |
| **Black - African** | 2.00% |
| **Black Caribbean** | 5.00% |
| **Chinese** | 1.00% |
| **Indian** | 47.00% |
| **Information Not Yet Obtained** | 5.00% |
| **Pakistani** | 3.00% |
| **White - British** | 21.00% |
| **White and Asian** | 1.00% |
| **White and Black African** | 2.00% |
| **White and Black Caribbean** | 3.00% |

The school is committed to including all children in the life of the school community.

In January 2019 the ethnic make-up of the staff is % White British and % Asian. We do encourage applications from all backgrounds according to the LEA Policy.

**AIMS AND VALUES**

Progress, attainment and achievement. The school’s ethos, core values and vision indicates that we aim for all of the pupils to make the best progress they possibly can, and to aid this we set realistic but challenging targets for all pupils. Children with specific needs will have an Individual Education Plan, and/or an Individual Behaviour Plan. These plans are discussed with parent/carers and a date set for review. (See Inclusions Policy).

**Behaviour, Discipline, Exclusions.**

The school’s Behaviour Policy states that the policy should be applied consistently across the school. The children are aware of the policy and procedures. (See Behaviour Policy).

**Pupils’ Personal Development and Pastoral Care.**

The Citizenship element of the curriculum aims to develop each and every child into a responsible citizen who cares for the people around him and the needs of all people. Every child has a class teacher, a support member of staff, the Assistant Head Teacher, the Deputy Headteacher and the Headteacher, to whom they can go if they have a concern. Children who have barriers to learning are identified and have planned interventions which are reviewed termly.

Children who are withdrawn from Collective Worship and Religious Education are given work to do and supervised by another member of staff. Other children are made aware of the reason the child is not present and tolerance and understanding expected.

**TEACHING AND LEARNING**

The curriculum at Grove Vale Primary School follows the structure and requirements of the National Curriculum and we supplement national expectations with the Cornerstones curriculum. We aim to provide a broad balanced and motivating curriculum alongside our shared core values which meets the needs of all children whatever their ability.

Children are taught in mixed ability class groups. We aim to offer learning opportunities which are differentiated according to the child’s ability and learning style. (See Teaching and Learning Policy).

**CURRICULUM**

Curriculum planning takes account of our commitment to race equality. The criteria used for allocating pupils to teaching groups or optional subjects are fair and equitable for pupils from all ethnic groups. Our aim is to ensure that assessment methods are free from any unfair bias.

We use assessment outcomes to identify the specific needs of any pupils who may be underachieving. Our aim is to ensure that teaching methods and styles are varied to take account of different needs of individuals or groups of pupils.

Wherever possible we aim to celebrate cultural and racial diversity through the curriculum. Our aim is not only to encourage all pupils to oppose racial discrimination but also to ensure that they have the skills to challenge such racism as and when it occurs.

**ADMISSIONS AND ATTENDANCE**

We take steps to ensure that the admission process is fair and equitable to all pupils and follows LA guidelines.

The school uses data to develop strategies to address poor attendance. (See LA admissions and school attendance policy).

**PARTNERSHIPS WITH PARENT/CARERS AND THE COMMUNITY**

Our policy is to regularly inform all parents of their child’s progress. The school actively encourages all people in the local community to participate in the life of the school. Invitations to school events are circulated to all parents and families. The Governing Body has its full complement of parent/carer Governors.

**RACISM, HARASSMENT AND SCHOOL ETHOS.**

The stated ethos of the school is that by working together we grow. Therefore, we believe that all members of the school community grow together building upon our core values to bind us together as a community.

**STAFF RECRUITMENT AND PROFESSIONAL DEVELOPMENT.**

Recruitment and selection procedures are consistent with race relations legislation and operate within the framework provided by LA.

Steps are taken to identify, support and provide opportunities for the professional development of staff from all ethnic groups.

**BREACHES OF THIS POLICY**

Any breach of this policy will be dealt with following the appropriate policy – Behaviour / Anti-Bullying / Equal Opportunities Policy if a child, or through the Staff Disciplinary Committee if a member of staff.

Any breach of this policy by a visitor will result in a warning letter sent by the Headteacher and any further breaches to the person being barred from the site by the LA.

Any breach of this policy by a contractor will result in a complaint letter to the company from the Headteacher with a request for the person to be disciplined in line with company policy. Failure to comply will result in the school no longer using that contractor.

**EVALUATION AND REVIEW OF THE POLICY**

The Governors, Headteacher and staff aim to regularly review and evaluate this policy in order to take account of current issues. Pupils and parents/carers will be made aware of the policy and how it impacts on the schools aims and other policies.

Approved on

Governor’s signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_