

Race Equality Policy



September 2022

To be reviewed 2024 or as required

The Race Relations (Amendment) Act 2000 gives public bodies a statutory general duty to promote Race Equality.

Aims and Values

- We aim to offer full equality of opportunity to all members of the schools' diverse communities and equal access to learning for all our children.
- Our Governors, staff, parents/carers and children have a responsibility to actively promote the schools' Race Equality Policy.
- We aim to empower all children by actively teaching them to celebrate and appreciate differences. The schools believe that every child has a right to a diversity of experiences and can learn from each other.
- We will aim to ensure that all parents and carers are fully informed of the schools' curriculum and are actively encouraged to participate in their children's learning
- We have a positive attitude to pupils' home languages and cultures and create a welcoming and inclusive environment which is non-biased and reflects the culture and diversity of its pupils.
- We promote high standards of attainment for all pupils regardless of their race and cultural differences. The schools maintain a curriculum which is non-biased and positively reflects the cultures and diversity of the population they serve.
- We will not tolerate any racial or cultural harassment by any member of the schools' communities and will take appropriate action to eliminate prejudice (see Behaviour Policy).
- We will follow the LEA's attendance and admissions policy which is non-selective and abides by the Race Equality Act until further review by the Schools Governing Body.
- We will ensure that recruitment and professional development is offered to all members of staff.
- We will employ people based on the job criteria and their suitability to do the job required.

Ways of working

- The school seek to actively remove all barriers to learning by looking at each child's needs individually and providing the appropriate level of support for children (see Inclusion Policy for further details).
- The schools' curriculum is monitored regularly and seeks to be non-biased and aims to reflect all cultures and races through positive images and examples.
- Children's work and displays reflect the cultural diversity of the schools.
- The schools actively encourage and participate in cultural events which celebrate the richness and diversity of the schools' population e.g. Black History month, Refugee Week, International Day, Eid, Diwali, Hanukkah, and Christmas, to name a few.
- The school views Bilingualism as an asset and encourages children to use their first language as a tool for learning about the curriculum and building confidence and self-esteem e.g. stories are read to children in their first language if and when possible.
- The school has a wealth of community and cultural books and resources which it continues to develop on a regular basis.
- The school believes strongly in positive role models for all its children and actively seeks to draw upon the wider community to come into the school and enhance learning.

- The schools aim to develop community links with local religious organisations which enhances the provision for our children.
- The schools believe that it is important that the child population of the schools is represented and mirrored by the staff population, therefore wherever possible the schools will actively seek to employ people who represent the schools' diversity providing they meet the job criteria and are suitable for the job.
- Where possible the schools provide courses and information for parents in community languages so that they are better equipped and are knowledgeable about the National Curriculum and can better support their children's education.
- The schools aim to provide written and oral translations of letters and documents (where possible) in order for all our parents to be aware of current developments within the school.
- The schools actively encourage strong links between home and school and the head teacher operates an 'open door' policy where possible.
- The schools have a commitment to provide regular opportunities for parents/carers from all backgrounds to actively engage in and participate in school events.
- Racial harassment and bullying in any shape or form is not tolerated.
- Attainment and progress of all children will be regularly reviewed and support offered accordingly. Pupil progress data and statutory/end of key stage data will be regularly analysed by the Senior Leadership Team in order for early identification of needs and trends to be recognised and strategies to be put in place in order to tackle needs identified in any group or of children across the school.
- We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Responsibilities

- The Executive/Headteachers, Deputy Headteachers and the Governing Body are responsible for the implementation of this policy and to ensure that it meets with the Race Relations Act.
- The Executive/ Headteachers and Deputy Headteachers will ensure that all staff are aware of their responsibilities and are given appropriate training and support in upholding this policy.
- All staff will deal with racial incidents and challenge racial bias and stereotyping
- Parents and children are expected to comply with this policy whilst on school premises and any behaviour which is in conflict with these aims will be robustly addressed by the school.

Hackney Commitment

Viridis Governors have adopted the anti-racist statement drafted by headteachers at their annual conference on the 18th March 2022.

We know that we have already been doing work to eliminate racism in our schools, but recognise that there is much work to be done. We recognise that Black and Global Majority children face racism in Hackney and beyond: we are committed to and will act on taking forward anti-racist practice.

In Hackney we are ambitious, caring and inclusive in working for every child. As educationalists, we will work jointly, with our children, their families, our staff and with other professionals, particularly with our Black and Global Majority stakeholders, in building on the strong work already in our schools, towards being a beacon of excellence in inclusion and anti-racism.

We are committed to revisiting staff training and guidance to ensure that all staff:

- *feel confident that their duty to safeguard the children in our care comes above any other need,*
- *understand, and are able to counteract, any assumptions or actions that may lead to children being treated unfairly or unjustly*
- *are able to act to protect children in crisis as if they were our own, seeking senior leader support if needed.*

We are committed to supporting and challenging each other to ensure this happens.

Links to related policies

- Safeguarding Policy
- Parent Partnership Policy
- Behaviour & Bullying Policy
- Special Educational Needs Policy
- Learning & Teaching Policy
- Accessibility Policy