

RACE EQUALITY POLICY

Kingstone School is committed to working towards racial equality and to combating all forms of racial discrimination.

Policy Aims

- To acknowledge the existence of racism and to work towards the elimination of unlawful discrimination.
- To promote equality of opportunity.
- To promote good relations in order to encourage inclusion in the wider educational community.
- To ensure that students and staff from all racial groups are encouraged to achieve their full potential.
- To prepare students for a life in a culturally diverse society.
- To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feel valued and welcomed.

Purpose of Policy

1. Address and raise standards of educational attainment for all pupils, in particular, those groups of students at risk of underachieving, which include those of ethnic minority groups, Travellers, Asylum Seekers and Refugees.
2. To promote an inclusive curriculum, ethos and learning environment.
3. To celebrate cultural diversity.
4. To promote a climate of understanding, tolerance and harmony.
5. To combat discrimination, prejudice and harassment.

Promoting Race Equality, Good Race Relations, Tackling Racial Discrimination

The school will promote equality and challenge racism through:

- Opportunities to celebrate the richness and diversity of different cultures.
- Assemblies to deal with issues of prejudice and discrimination.
- The teaching of PSHCE.
- Examining the content of our curriculum to ensure that negative images are not portrayed and that exemplars of positive images are promoted wherever possible. Audit of material used in the library.
- Displays relating to student achievement.
- Regularly reviewing all our publications to ensure that they are inclusive. Purchasing and reviewing resources such as texts and IC software to ensure appropriateness in relation to inclusivity.
- All members of staff challenging inappropriate racist or stereotypical comments used both in lessons and in social environments.
- All racist leaflets, badges or insignia being banned from school.
- Following LEA guidelines on reporting incidents of racial discrimination.

Relationships with other School Policies

The policy should be reviewed annually in relation to the aims and content of other school policies such as:

- Equal Opportunities Policy.
- Anti-Bullying policy.
- Assessment.
- Monitoring and Target Setting.
- Gifted and Talented.
- SEN.
- Recruitment.

Monitoring, Assessing and Reviewing the Policy

The following information will be used by the Senior Leadership Team and the Governing body in monitoring the effectiveness of the policy:

- Internally produced monitoring and target setting data including that for public examinations.
- Information from the school PANDA and other baseline data.
- Internal monitoring of extra curricular involvement.
- Attendance (through SIMS system).
- Exclusions.
- Records of returns regarding racial incidents.