

Race Equality Policy

Willow Nursery School

Purpose

The purpose of this policy is to help those working in and with Willow Nursery School to

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

Context

The Race Relations (Amendment) Act 2000 places a positive legal duty on schools to promote equality. This means that policies and practices which are not in themselves racist, but which have a discriminatory effect on particular ethnic groups, are open to challenge in the courts.

School Context

The school serves a mainly residential area of Dunstable. The housing in our catchment area comprises a mix of owner occupied and Local Authority houses.

The pupil population is a very mixed community, comprising approximately one third of the children of white British heritage, the other two thirds are from a diverse range of backgrounds including Asian or Black British children and children of Eastern European descent.

The ethnic composition of both the staff and the governing body is mainly white British.

Principles

The school applies the following principles:

- Commitment to the equality of opportunity for all
- Commitment to the eradication of racism, xenophobia and discrimination on grounds of religion
- Recognition that every learner should be equipped with the knowledge, skills and achievements that they need for full participation in society
- Recognition that every learner should be encouraged to develop skills of non-violent resolution

- Expectation that everyone will contribute to reducing and removing violence and harassment from schools
- Commitment to fostering attitudes of open-mindedness, empathy and understanding between different ethnic heritages and to the concept of global citizenship
- Commitment to fostering respect for the identities of pupils, students and staff, and their experiences, histories and concerns
- Recognition that all learners are entitled to a multi-cultural and anti-racist education, irrespective of the presence or absence of learners who are from different ethnic minorities
- Commitment to creating a school to which all members can feel that they belong
- Recognition that pupils, parents/carers, employees and the wider community can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages
- Recognition that there must be active monitoring and evaluation of policies and practices
- Recognition of the need for public accountability in reporting on racist incidents, follow-up action and outcomes

The school will promote race equality and good race relations across all areas of school activity in relation to:

- Progress, achievement and assessment
- Behaviour, discipline and exclusion
- Pupils' personal development and pastoral care
- Pupils' relationships
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities
- Appointment and training of governors

Leadership, management and governance

The school is committed to:

- being proactive in promoting racial equality and good race relations and tackling racial discrimination

- encouraging, supporting and enabling all pupils and staff to reach their potential
- working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination
- ensuring that the policy is followed

The responsibilities of the governing body are:

- to ensure that the school complies with race relations legislation
- to ensure that the policy and its' related procedures are implemented

The responsibility of the Headteacher is to:

- implement the policy and its stated procedures and strategies
- ensure that all staff are aware of their responsibilities and are given appropriate training and support
- take appropriate action in any cases of racial discrimination

It is the responsibility of all staff to:

- deal with racist incidents and know how to identify and challenge racial bias and stereotyping
- promote racial equality and good race relations and not discriminate on racial grounds
- keep up to date with race relations legislation by attending training and information opportunities

Breaches of policy

Breaches of policy will be dealt with as follows:

- For pupils, through the policy on Personal, Social and Emotional development and the guidelines on behaviour
- For staff, through the staff disciplinary procedures

Policy planning and review

The school will assess and monitor the impact of this policy by:

- incorporating race equality targets into relevant strategic plans
- using monitoring data to monitor the attainment and progress of pupils by ethnic group

- regularly reviewing, monitoring and assessing all policies for their effectiveness and impact in eliminating racial discrimination and promoting good race relations

Promoting policy

This policy will be promoted by:

- making it available to all parents and interested parties
- making the policy available in special formats on request

Reviewed: Spring 2025

Next review: Spring 2027