

Sperrinview Special School Race Equality Policy

This policy has been written to meet the school's statutory duty under the Race Relations Amendment Act 2000. General and specific duties are required as follows:

The general duty requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial groups.

The specific duty requires us to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on pupils, staff and parents, of different racial groups;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents.

School Context

Our school values the individuality of all our pupils and staff. We are committed to giving all members of the school community every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our members, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in the Race Relations Act 1976 and as amended by the Race Relations Amendment Act 2000. This policy must be read in conjunction with other related school policies such as Behaviour and Anti-Bullying etc.

Policy, Leadership and Management

The Principal and the Board of Governors are responsible for ensuring that the policy is communicated, implemented and monitored.

All staff are responsible for dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping.

All members of staff are entitled to appropriate training, in order that they can play their full part in ensuring that our school promotes racial equality. Training is linked to priorities within the School Development Plan.

The school will follow the EA Southern Region Guidelines in dealing with incidents of racial harassment.

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's or staff member's property or lack of cooperation in a lesson, due to the ethnicity of a pupil or staff member. Anyone witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil or staff member who is the victim;
- reprimand the aggressor and inform the victim what action has been taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the Principal or Vice Principal and inform her of the action taken
- inform the class teacher(s) of both the victim and the aggressor, if appropriate, then record what happened in the incident book;
- inform both sets of parents, if appropriate.

All racist incidents will now be recorded and reported to the Board of Governors by the Principal.

Outcomes of the school Race Equality Policy will be communicated to parents in the annual report from the Governors.

Curriculum, Teaching and Assessment

The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the Northern Ireland Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and value that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all pupil groupings;
- make best use of all available resources to support the learning of all groups of pupils.

The services of the Inclusion and Diversity Service will be accessed by the school to assist those pupils for whom English is a second language. This service will be used to promote understanding of other cultures.

Attendance, Discipline and Exclusions

The school is committed to ensuring that all processes are fairly applied.

If ethnic discrepancies in attendance or exclusions become apparent then this will be addressed to discover causes and to seek positive ways forward.

Pupils' Personal Development and Progress

Achievement of all students is celebrated in a number of ways, including stickers, certificates of merit, celebration in class and whole school assemblies, celebration events etc.

Attitudes and Environment

In our school, we aim to tack racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure;

- building self esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of pupils and their learning;
- removing or minimising barriers to learning, so that all pupils can achieve;
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;
- actively tackling racial discrimination and promoting racial equality through our School Information Booklet, Governors Annual Report to Parents, monthly newsletters to parents, Sperrinmags and displays of work;
- making clear to our pupils and staff what constitutes aggressive and racist behaviour;
- identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making pupils and staff confident to challenge aggressive and racist behaviour.

Parents, Governors and Community Partnership

The Governors' Annual Report to Parents will, in future, contain a section in the school's success in promoting race equality. Racial equality will also be an agenda item at meetings of the governing body.

All parents have the opportunity to discuss the progress of their children at parent/staff meetings. Parents are also welcome to make an appointment at any other time during the term if they have concerns.

Staffing, Recruitment, Training and Professional Development

The school is committed to attracting and developing a workforce on a basis of merit.

The recruitment process will be monitored to ensure that there is no ethnic bias.

Professional development opportunities are offered to all staff.

The school will ensure that staff and governors are provided with sufficient training to carry out their statutory duties.

Monitoring and Evaluation

The policy will be monitored and evaluated on an ongoing basis.

Review

A sub-committee of the board of *Governors* will monitor and evaluate the effectiveness of this policy as part of a time tabled ongoing process,

Signed: _____ Date: _____