

St Osmund's Middle School
Aims, Values and Commitment to Racial Equality

Race equality is central to the ethos and core values of St Osmund's Middle School. To establish and maintain this, the school is fully committed to:

- ensuring that all pupils have equality of opportunity to achieve according to their full capabilities, regardless of their ethnic background;
- valuing equally all members of the school community;
- promoting positive attitudes towards life in a multi-cultural, multi-ethnic and multi-faith society and celebrating cultural diversity
- combating racial harassment and racial discrimination and challenging racism in all its forms;
- equipping children with the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism that they meet in their lives;
- establishing a close partnership with parents and the local community; with sensitivity and openness to the experiences, aspirations and perspectives of those of the ethnic minority background

In fulfilment of this commitment, St Osmund's Middle School recognises the general duty of its Governing Body, under the Race Relations (Amendment) Act 2000:

- a) to eliminate unlawful racial discrimination; and
- b) to promote equality of opportunity and good relations between persons in different racial groups

St Osmund's School recognises that minority ethnic groups includes Gypsy Travellers, Refugees, Asylum Seekers and other less visible minority groups e.g. Irish

In implementing this policy and monitoring its impact, the school will make use of the Commission for Racial Equality Publication, 'Learning for All'.

The policy has been shared with all members of the school community, including parents. All new parents will be made aware of this policy and St Osmund's Middle School's commitment to Race Equality. This commitment will also be referred to in the school brochure.

The School's Context

As a school in a mainly 'white' part of the country with few pupils of ethnic minority background, we recognise the following:

- the particular need for vigilance to ensure that ethnic minority pupils are neither victims of racism nor experience a sense of isolation and/or marginalisation

- the particular need to train all members of the school community to avoid negative and stereotypical assumptions about those from ethnic minority backgrounds
- the importance of recognising the significance of and responding to cultural, linguistic and 'racial' differences in striving to ensure equality of opportunity for all

Recognising that, particularly where there are no staff members of ethnic minority background, there may, on occasions, be difficulties in establishing a full and accurate understanding of some issues of racism and cultural diversity, the school will make use of all available sources of support, including the Dorset Race Equality Council.

Leadership, Management and Governance

The Governing Body is responsible for:

- ensuring that the school complies with Race Relations legislation; and
- ensuring that the policy and its related procedures and strategies are implemented

The Headteacher is responsible for:

- on a day-to-day basis, ensuring that the policy is implemented;
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support;
- taking appropriate action in any cases of racial discrimination

All staff members are responsible for:

- dealing with any racist incidents, and knowing how to identify and challenge racial bias and stereotyping
- promoting racial equality and good race relations and not discriminating on racial grounds

Dealing with Racist Incidents

- St Osmund's Middle School adopts the definition of a Racist Incident recommended by the report of the inquiry into the murder of Stephen Lawrence (The Macpherson Report), which is also the definition adopted by the LEA

“any incident which is perceived to be racist by the victim or any other person”

- St Osmund's Middle School will fulfil its statutory obligation to keep a formal record of all its racist incidents and to report on the nature and frequency of any racist incidents annually to the LEA, including reporting when no such incidents have been recorded through the year.
- St Osmund's Middle School recognises that it is possible for a racist incident (e.g. the use of racist language) to occur in a school where there are **no** pupils of ethnic minority background

- St Osmund's Middle School will take every possible step to support the victims of racial harassment
- All racist incidents will be regarded as a serious matter. Sanctions for pupils will be set out in the school's Behaviour Policy and include the possibility of pupil exclusion. Any example of racism perpetrated by a member of staff will be treated as a serious disciplinary matter and will be investigated by the appropriate committee of the Governing Body.
- St Osmund's Middle School will take all possible steps to establish a climate in which all members of the school community have the confidence to report racist incidents and will ensure that all staff receive training in defining and responding to racist incidents

Other Actions to ensure Race Equality

To promote the knowledge, understanding, skills, values and attitudes necessary for racial equality and the elimination of racism in St Osmund's Middle School will:

- use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences;
- provide opportunities within the curriculum, appropriate to pupils' age and attainment, for pupils to understand and recognise racism and to challenge the myths and negative stereotypes that underpin racism and racist attitudes;
- ensure that learning resources are not used which reproduce and reinforce negative stereotypes of people of ethnic minority background or of communities in the "Third World";
- make use of the curriculum, extra-curricular activities and assemblies to affirm positively the cultural and religious identities of all pupils, including those from minority ethnic and faith communities;
- regularly monitor the curriculum to ensure that these learning opportunities are in place

To ensure that all pupils achieve their best, according to capabilities and regardless of ethnicity, St Osmund's Middle School will:

- monitor the achievement of pupils of ethnic minority background to ensure that they are achieving according to their full capabilities, taking appropriate action where underachievement is identified
- ensure that assessment activities and tasks are not culturally biased so as to discriminate against any pupil or group of pupils
- ensure that teachers' expectations and teaching styles and strategies provide equal opportunities for all pupils to achieve according to their full capabilities;
- ensure that all pupils have equality of access to the curriculum, including those for whom English is an additional language

- maintain and develop a positive valuing of linguistic diversity, celebrating the achievements of pupils who are multi-lingual; St Osmund's Middle School will ensure that any pupil for whom English is an additional language, and who has not yet achieved a functional level of English, is appropriately supported to gain access to the curriculum rather than treated as having a learning difficulty;
- monitor the impact of St Osmund's Middle School behaviour policy and system of rewards and sanctions on pupils according to ethnicity (where appropriate, according to the composition of the pupil population);
- record and monitor all pupil exclusions by ethnicity;
- listen to the views and experiences of ethnic minority pupils as part of the monitoring of this policy;
- monitor pupil grouping, including setting arrangements, to ensure that they do not disadvantage pupils of ethnic minority background;
- ensure that religious and cultural differences are fully recognised in meeting the needs of all pupils;

Strategic Development and Review

The Governing Body of St Osmund's Middle School will meet its requirement under the Race Relations (Amendment) Act 2000

- to ensure that the school has an Action Plan for the implementation of the Race Equality Policy, as part of its general school improvement plan, incorporating targets for action, within appropriate time scales;
- to ensure that the impact of the policy is regularly reviewed through the school's arrangements for policy review and self-evaluation

Date of adoption of policy by the Governing Body: _____