

Mapledown School Race Equality Policy

Legal Duties

The school welcomes its duties under the Race Relations (Amendment) Act 2010. We are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination¹

School Context

The school serves the whole of Barnet and its pupil population comprises a wide range of different ethnic minority groups, different socio-economic backgrounds and differing abilities. The staff group reflects Barnet's rich heritage.

Aims and Values

We endeavour to:

- Provide opportunities for every pupil to achieve the highest possible standards in preparation for the next stage in their life and education.
- Help every pupil develop a sense of personal and cultural identity that is positive and yet open to change, and that is receptive and respectful towards other identities.
- Develop the knowledge, understandings and skills of all pupils to enable them to participate fully in Britain's multi-cultural society and make their contribution as global citizens.

School Policies and Practice

We are committed to providing an environment, which is proactive in tackling racial discrimination and in promoting race equality. We are also committed to promoting good race relations through all our school policies and in our practice including Progress, attainment and assessment

We monitor the attainment and progress of all pupils and groups but to date we have not been able to detect any significant statistical variation or underachievement between groups.

Behaviour, discipline and exclusions

Procedures for disciplining pupils and managing behaviour will be fair and equitable to pupils from all groups. All staff will operate consistent systems of rewards and sanctions. Exclusions and other sanctions will be monitored to establish patterns and trends. We will follow the LA '*Guidelines for Dealing with Racial Harassment Incidents in Schools*'. There have been no exclusions of any kind in the last ten years.

Pupil personal development and pastoral care

Pastoral support will take account of religious and ethnic diversity and the experiences and needs of the particular groups. Support will be given to victims of racism and racial harassment, using the support of external agencies where appropriate. All pupils will be encouraged to consider the full range of options, including careers options and post-19 education options.

Teaching and Learning

All staff will create an environment where all pupils can contribute fully and feel valued. Teaching will take account of pupils' cultural background, linguistic needs and different learning styles. Cultural traditions will be

valued and made meaningful to pupils. Learning experiences will be structured to enable pupils to make connections with their own lives. Pupils will be encouraged to challenge stereotypes and to develop the skills necessary to detect bias and challenge racial discrimination. Allocations to teaching groups are monitored to prevent discrimination.

Admissions and attendance

We follow the standard Admissions arrangements for Barnet special schools. Comprehensive information about pupils' ethnicity, first language, religion, physical needs and diet is collected to ensure we meet the needs of all groups.

Curriculum

The curriculum is planned to incorporate the principles of racial equality and to encourage thoughtful responses to and positive attitudes towards diversity. Pupils are given opportunities to explore concepts and issues relating to identity, racial equality and racism. The school will monitor and evaluate its effectiveness in providing an appropriate curriculum for pupils from all groups. There is a diverse school curriculum, providing personal encounters with other cultures and contributing to the spiritual, moral, social and cultural development of all pupils. Extra curricular activities and events cater for the interests and capabilities of all pupils, and take account of parental concerns related to religion, and culture.

Staff recruitment and professional development

All staff vacancies will be open to the widest permitted pool of applicants. The school will ensure that race equality good practice exists throughout the recruitment and selection process. The school will provide appropriate employment data to the council's human resources service.

Partnerships with parents and communities

Proactive steps will be taken to encourage all parents to participate and be fully involved in the school community. Information and material for parents will be accessible in plain language and in languages and formats other than English, as appropriate. The schools' premises and facilities are equally available for use by all minority ethnic communities. The school aims to promote active links with local minority ethnic communities.

Assessing and monitoring the impact of all school policies on pupils, staff and parents

We will assess the impact of all school policies on pupils, staff and parents from different racial groups. We will do this by auditing policies and practice against the CRE *Learning For All – Standards for Racial Equality in Schools*. This will include assessing whether any policy has or could have an adverse impact on the attainment levels of pupils from different racial groups. We will use the results of the audit to derive new targets for improvement, which will feed into the school improvement plan.

Our annual staff and parents surveys provide additional information which we may use as evidence of ensuring compliance and maintaining our high standards.

Leadership, Management and Governance

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented. Governors will ensure that the school has arrangements for assessing, monitoring and reporting the impact of all school policies on pupils, staff and parents.

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The Head teacher is responsible for implementing the policy; and ensuring that all staff, parents and pupils are aware of the policy; that staff understand their responsibilities and are given appropriate training and support; for taking appropriate action in any cases of unlawful discrimination; and for ensuring that racial harassment guidelines are followed.

All staff are expected to respond to and report racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils for whom English is an additional language; and to incorporate principles of equality and respect for diversity in to all aspects of their work. It will be the specific responsibility of the Deputy Head for co-ordinating race equality work. It will be the responsibility of the Deputy Head for collating, evaluating and reporting incidents of racial harassment incidents.

Visitors and contractors will be made aware of and comply with this policy.

The Deputy Head will report on progress at the termly Finance and Staffing Governor sub-committee. Breaches of the policy will be dealt with using the appropriate pupil or staff disciplinary procedures.

This policy will be reviewed November 2020.