



Hayesfield Girls' School

Achieving Ambitions

Race Equality Policy

Policy Aim

Promoting Race Equality – The Race Relations (amendment) Act 2000

Statement of Intent

Curriculum

We will actively challenge racism in all areas of the curriculum

In planning the curriculum, assessment and teaching we will take account of the needs of students from different ethnic groups

We will ensure that the contributions of world cultures are included and acknowledged in:

- the planning and teaching of the full range of National Curriculum subjects
- resources and school displays
- extra-curricular activities

We will raise awareness of the unfairness and injustice of stereotyping through the planned curriculum, assemblies, resources and display

We will ensure that each student is given access to the best possible level of achievement appropriate to their age and ability through a range of predetermined strategies for differentiation

We are committed to the use of resources that are inclusive of a variety of cultures to support learning and achievement

Pastoral

We will challenge and address any form of bullying including verbal, physical, and psychological bullying by any group or individual; we are committed to vigilance and action against bullying wherever it arises, including classrooms, corridors, staffroom, playground and in the vicinity of the school

We are committed to promoting high levels of acceptable group and individual behaviour with reference to school expectations and the behaviour policy

We will ensure that all members of the school community are informed of school expectations and procedures for maintaining a high standard of discipline including:

- teachers and support staff
- parents
- students

We will monitor all strategies and procedures for dealing with racist incidents

We will monitor all school based and commercially produced resource material for suitability and appropriateness with reference to issues related to race and cultural diversity

We will record and monitor all racist incidents for pattern and frequency with a view towards future action

Staffing and Personnel Procedures

In the appointment of staff we will:

- have reference to the ethnic composition of the community
- maximise equality of opportunity by ensuring that job descriptions, specifications, advertisements and criteria are fair to all interested candidates

Arrangements

We will establish recording and monitoring procedures to ensure implementation of the policy; a working group will be established, reporting termly to Governors, to include:

- governors
- staff
- parents
- students

The working group will take responsibility for monitoring the policy and for suggesting ways of actively promoting race equality.