

Policy for Promoting Racial Equality

School Context

Killamarsh Junior School is situated in an historic village that was part of an ex-mining community, in an area of high unemployment. The school, which comprises of 247 pupils, has 2 pupils from Dual Heritage background and 1 that does not wish to disclose their heritage background. All other pupils are declared to be White British. This is indicative of the community of Killamarsh.

Aims & Values

The school's aims are to promote racial equality, establish good race relations across all areas of the school curriculum and tackle racial discrimination in...

- Teaching and learning and assessment
- Behaviour, discipline and exclusions
- Admissions and attendance
- Staff recruitment and professional development
- Partnerships with parents and communities

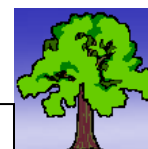
Responsibilities

The Governing Body, the Headteacher and all the staff will ensure that the aims are achieved through

- implementing the policy
- compliance with Race Relation Legislation
- being aware of their responsibilities
- appropriate support and training when available
- taking action in cases of racial discrimination or incidents
- policies will contain reference to racial equality alongside reference to equal opportunities.
- Racial issues will be included in the S.I.P. wherever appropriate



Killamarsh Junior School



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Staff & Pupil Conduct

Staff and Pupils are encouraged to report all Racial incidents to a member of the SMT or staff. Staff will operate consistent systems of rewards and sanctions for all pupils in accordance with the school Behaviour Policy. If exclusions are necessary they will be monitored to establish patterns and trends including any racial implications.

The school will deal firmly, consistently and effectively with any racial incidents.

The school will record incidents of racial harassment, prejudice or slander. Where these occur the parents of any victim will be informed by letter and given the opportunity to talk in person with a teacher or the Headteacher. The incident will be logged using LEA forms submitted electronically. The parents of those causing the problems will also be informed.

Staff are expected to model good communication and promotion of Racial Equality at all times in the work place and when representing the school.

Inappropriate conduct or promotion of inequality direct or indirect will be treated seriously and acted upon by the Headteacher who will log incidents and inform the LEA as necessary. Where necessary disciplinary action may be taken and the Staff Disciplinary Committee of the Governing Body would determine the correct course of action.

Admissions/Attendance

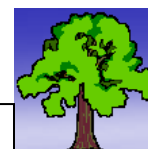
The admissions policy and criteria are equally open to pupils from all racial groups. The admissions process will be monitored, where necessary, to ensure that it is administered consistently and fairly from all racial groups. The school monitors all pupils' attendance and that will include those from different racial groups.

Teaching and Learning

Staff will create a learning environment where all pupils can contribute fully and feel valued.



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In the planning of work the pupils' cultural backgrounds, linguistic needs and different learning styles will be taken into consideration. Different cultural traditions will be integrated into the curriculum.

Through Geography, R.E., P.S.H.E, Citizenship, Literacy, Art, PE & Music and Wonder Weeks positive attitudes to racial equality will be promoted. These subjects will give pupils the opportunity to explore concepts and issues relating to racial equality and racism. The school ensures that it has equally high expectations of all pupils, irrespective of race or ethnic group and is committed to encouraging and enabling all pupils to achieve high standards.

One assembly per week will focus on the promotion and celebration of other cultures. Multi-cultural resources are displayed and accessed from the schools cultural room. Teachers aim to teach better understanding of other cultures and racial background as an integrated part of the curriculum.

Parents/Communities

School will promote good personal and community relations, inviting parents to meetings, open evenings, and fund raising activities. Information for parents will be written in user-friendly language.

School will actively seek opportunities to broaden children's experience of races and cultures through educational visits linked to the curriculum.

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Staff recruitment and professional development

All posts will be open to the widest pool of applicants.

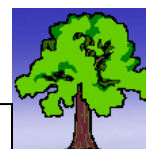
The school will ensure that racial equality and good practice exists throughout the selection and recruitment process.

Resources

Monitoring of resources within school will take place to consider the messages the resources give and the cultural aspects will be monitored for suitability and flexibility.



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Monitoring

The Headteacher, with support from all members of staff, will monitor the policy in order to improve, adjust and facilitate racial equality opportunities within the day-to-day running of the school