

# MEATH GREEN JUNIOR SCHOOL



## POLICY FOR RACE EQUALITY

School Context

Aims and Values

Responsibilities

Breaches of the Policy

Monitoring and Review

<b>Governor Committee Responsible:</b>	<b>Full Governing Body</b>
<b>Governor Signature:</b>	
<b>Policy Originator:</b>	<b>Headteachers</b>
<b>Review Period:</b>	<b>Every Two Years</b>
<b>Status:</b>	<b>Statutory</b>
<b>Reviewed:</b>	<b>Autumn 2021</b>
<b>Next Review Date:</b>	<b>Autumn 2023</b>

## School Context

Meath Green Junior serves the Horley area of Surrey although it is actually situated in the North West of the town. The average size of the school is 360 with 90 children in each of the four year groups. The school is in an area of mixed housing. The children attending the school are predominantly White European but the school also benefits from having a small number of children from Asian, European and other Commonwealth countries. Historically, the composition of the staff follows a similar pattern. There are only a very small number of children who use English as a second language.

## Aims and Values

This Race Equality Policy aims to build on the school's core values and ethos. In accordance with the statement of aims:

- To provide a secure, caring, and disciplined environment in which all pupils are encouraged to develop their individual talents and interests and realise their full potential.
- To foster positive relationships throughout the school encouraging respect and tolerance and valuing the contribution made by all.

We acknowledge that racism exists in society today and are committed to work towards its elimination by preparing children for life in a multi-ethnic society. The school aims to tackle racial discrimination and promote race equality and good relations across all areas of school activity.

## Responsibilities

The responsibility for this policy rests with the **full** Governing Body.

- **The Governing Body** will ensure the school complies with race relations legislation and that the policy and its related procedures and strategies are implemented.
- **The Headteachers** will implement the policy and its related procedures and strategies, ensuring that all staff are aware of their responsibilities and are given appropriate training and support. They will take appropriate action in any cases of racial discrimination and deal with reported incidents of racial harassment.
- **The Staff** will deal with racist incidents and identify and challenge racial bias and stereotyping.

## Breaches of the Policy

Breach of this policy will be dealt with under the terms of the Behaviour policy and Staff Disciplinary Policy.

## Monitoring and Review

Racial incidents are logged by the Headteachers and reported to Governors and the Local Authority as required.