



EQUAL OPPORTUNITIES AND RACE EQUALITY POLICY

Date	Review Date	Coordinator	Nominated Governor
February 2018	February 2019	Gianna Colizza	Sarah Sultman

At Gesher Primary School, we are firmly committed to a policy of equal opportunities for all individuals involved with the school.

We aim to adopt a positive approach to a multi-lingual and multi-cultural society, seeking at all times to promote image regardless of race, class, faith, ability, needs, age or gender. No member of this school should suffer or be disadvantaged by direct or indirect racial discrimination. The school strives to ensure that the culture and ethos of the school is one in which everyone is equally valued.

Aims and Principles

We will:

- Foster an awareness of equal opportunities for all.
- Provide education within a positive environment which gives equal access to all areas of the curriculum for all the children.
- Create a supportive school ethos which enables children and staff to challenge discrimination and the use of stereotypes in relation to colour, culture, language, age, gender, class, mental or physical ability or religion.
- Value the diversity of contributions made to the school by all children and members of staff.
- Involve parents/carers as fully as possible in their child's education.
- Aim to develop the children's awareness of the diversity of the society in which we live.
- Aim to make the children proud of their heritage.
- Educate, develop and prepare our children for life.
- Ensure that an equal opportunities philosophy will be practised by all staff.
- Promote the principles of fairness and justice for all through the education that we provide in our school.
- Ensure that all pupils have equal access to the full range of educational opportunities provided by the school.

Race equality statements of principle

- We are committed to combating racial discrimination, racial harassment and homophobic incidents by challenging stereotyping and prejudice whenever it occurs. As our school is not ethnically very diverse, we are conscious of the need to put extra effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make the school a welcoming place for all groups represented in the community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all as far as possible and provide opportunities for everyone to achieve.
- We constantly strive to remove any forms of indirect discrimination that may form barriers to learning, for example by ensuring that book resources reflect a diverse society and do not contain negative images.

Anti- racism action plan

- It is the right of all pupils to receive the best education the school can provide, with access to all educational activities organised by the school.
- We do not tolerate any forms of racial harassment which includes racist name calling, racist caricature based on prejudice, the stirring of racial hatred and the drawing or writing of racist materials.
- Children are encouraged to be aware of what racism means through a citizenship programme and are encouraged to report incidents where there is the suspicion of racism.
- Should a racist incident occur the Senior Management Team must be informed.
- The school will act immediately to prevent any repetition of the incident as follows:

The incident will be logged in the Incident File. All persons concerned with the incident will be interviewed. No excuse will be accepted for a racist action whatever the provocation. If the case is found proven against a child, the child will be warned as to future conduct, and will be sanctioned in an appropriate manner in accordance with the school's Behaviour Policy.

All parents will be informed. The incident will result in the parents of the offending child being informed.

Repeated or single serious racist incidents will be reported to the local authority.

Methods of promoting racial equality

Our curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.

- Registration - Children's names should be accurately recorded and correctly pronounced. Children should be encouraged to accept and respect names from other cultures.
- When selecting classroom material, teachers' pay due regard to the sensitivities of all members of the class and do not provide material that is racist (or sexist) in nature. Teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups.
- Providing a wide variety of multi-cultural experiences for the children during their time at the school including visits, visitors to school, performances and establishing links to other schools.

The role of the Governing Body

The governors are responsible for making sure that the school complies with the Race Relations (Amendment) Act 2000 and making sure that the Race Equality Policy and its procedures are followed.

The role of the Head Teacher

It is the Head Teacher's role to:

- Implement the school's equal opportunities, race equality and anti-racist policies and she is supported by the governing body in so doing.
- Ensure that all staff are aware of the school policy on equal opportunities and race equality and that teachers apply these guidelines fairly in all situations.
- Ensure that all appointments panels give due regard to these policies, so that no-one is discriminated against when it comes to employment or training opportunities.
- Promotes the principle of race equality and equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life, e.g., in assemblies and in displays.
- Treats all incidents of unfair treatment and any racist incidents with due seriousness.
- Monitors racist incidents and reports them on an annual basis to Brent Council.

The role of the class teacher

- The class teacher ensures that all pupils are treated fairly, equally and with respect. We do not discriminate against any child.

- When designing schemes of work, we use this policy to guide us, both in our choice of topics to study, and in how to approach sensitive issues.
- All our teachers challenge any incidents of prejudice or racism. Teachers support the work of support staff and encourage them to intervene in a positive way against any occurrence of discrimination.

Monitoring and Responsibilities

All practitioners in the school are responsible for following this policy. The Head Teacher will be responsible for the monitoring of this policy.

School Approach and Practice

We are committed to providing an environment that is proactive in promoting equal opportunity. We are also committed to promoting equal opportunities through school policies and practice.

Uniform

We encourage all children to wear our uniform when admitted to the school. This relieves pressure on parents to buy expensive fashion items and encourages a sense of equality and community. It enables all children to take part fully and safely in school activities.

Display Work

Displays in the classroom and around the school should aim to:

- Value and give status to all children's work.
- Reflect our attitude to the greater society.
- Provide opportunities to challenge stereotypes and present positive images where appropriate.

Playground

Playtimes should be a pleasant and constructive time for all the children

Behaviour

- All children will participate in formulating class rules with regard to the UNICEF Charter on children's rights and responsibilities and have all agreed to abide by the school rules.
- Procedures for managing behaviour and reward systems are fair and equitable to all children.

Assemblies

- Assemblies will be used to celebrate the positive achievements of all children in the school and to promote our multicultural society.

Curriculum Content

Care will be taken when planning the curriculum to ensure that all areas are relevant, attractive and accessible to all children. Children will have the opportunity to consider the wider world in which they live.

In order to achieve this:

- We will recognise and celebrate the diversity in Jewish culture, customs, traditions and way of speaking of all our children.
- Stereotypical assumptions of the roles of boys, girls, men and women will be challenged.
- Children will have the opportunity to discuss issues of equality.

Curriculum Delivery

- All children will be encouraged to have a positive self-image and to be confident and independent learners.
- All children will have a fair share of the teacher's time.
- Any discriminatory remarks/jokes will be challenged.
- Children will be encouraged to respect the feelings of others and take their needs into consideration.
- Staff will take care not to use stereotypical generalisations.

Resources

- Care will be taken to ensure that all children have access to all resources.
- Resources are carefully selected to ensure children understand other cultures.

Inclusion

This policy, like all our policies, recognises the right of all children to be included in all aspects of the curriculum and to have their progress assessed. Since all classes contain pupils with a wide range of abilities whose abilities, teachers must make every effort to promote inclusion of all pupils by using appropriate class management and assessment strategies and collaborative teamwork with other members of staff. All lesson planning should allow for differentiation of tasks so that they are suitable for all levels of ability in the class. At Geshet, our values embrace inclusion. We aim to ensure that we promote the inclusion of all members of the school including children, parents, staff, governors and the local community according to Orthodox Jewish practice. Our framework is based on suitable learning challenges, responding to each pupil's diverse learning needs and overcoming potential barriers to learning so that all stakeholders in all areas of school life can participate as fully as possible. The ethos of inclusion is a whole school policy and will therefore permeate all aspects of school life and is underpinned by the whole school inclusion policy.

Assessment

- Staff ensure that all children are provided with the opportunity to demonstrate their abilities and that decisions made about performances are accurate, fair and consistent.

The School and its Community

- Care is taken to ensure that the school is open and welcoming to all parents and visitors.
- Parents/carers and members of the community are encouraged to share their skills and experiences with the children.
- When necessary letters will be translated into the parent's first language.
- Through topic work we aim to make children aware of the variety of roles performed by members of the community.
- Parents are given opportunities to discuss any issues relating to this policy.
- The school endeavours to make its environment and curriculum accessible to those with physical needs making changes within the school where possible.

Success Criteria

- Children will have an awareness of the diversity of the society in which we live.
- The school will provide equal access to all areas of the curriculum for all the children.