

WALTHAMSTOW MONTESSORI SCHOOL

Race Equality Policy

At WMS, our aim is to admit to the school a balance of boys and girls regardless of race, religious views or physical ability. We recognise a responsibility to promote an understanding of and respect for the diverse and multi-ethnic wider society of London and the country as a whole.

We foster an environment in which differences are acknowledged in a way which is open, welcoming, enquiring and respectful. We also assist pupils to acquire an appreciation of and respect for their own and other cultures in a way that promotes tolerance and harmony between different cultural traditions. Through our policies and procedures we promote equal opportunities and good race relations and eliminate racial discrimination in our school, whilst continuing to promote and uphold British values.

To ensure that race equality is considered across the school, we shall the following areas to assess the effectiveness of this policy:

- Progress, attainment and assessment
- Behaviour, discipline and exclusion
- Pupils' personal development and pastoral care
- Teaching and learning
- Admission and attendance
- The curriculum
- Relationships with parents/carers and the wider community

Roles and responsibilities

The Principal is responsible for:

- providing environments and expectations in WMS that actively tackle racial discrimination, promote equal opportunities and good race relations
- ensuring that the school complies with the amended Race Relations Act 1976 (2000)
- ensuring that the race equality policy and procedures are followed

The Head of school is responsible for:

- ensuring that the policy is available and that staff, pupils and parents/carers know about it
- ensuring that the race equality policy and procedures are followed
- providing training for staff on the policy if necessary and reporting to staff and Principal on the policy's effectiveness
- providing training and support for staff in carrying out their responsibilities
- taking appropriate action in cases of racial harassment or racial discrimination

- working with parents/carers and the wider community to tackle racial discrimination
- ensuring that staff recruitment procedures follow good equal opportunities practice

All members of staff are responsible for:

- recording, reporting and dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins
- keeping up to date with the law on discrimination, and taking up training opportunities

Procedures

We will appoint a spiritual, moral, social and cultural (SMSC) leader whose responsibilities include:

- promoting good race relations by coordinating work in the school and ensuring an environment in which all pupils feel valued
- ensuring race equality is considered and applied in other relevant school policies
- auditing and advising on appropriate resources
- organising and advising on events to celebrate diversity e.g. Black History Month
- cross-referencing curriculum links to opportunities to incorporate a range of ethnic, cultural and religious factors
- **monitoring attainment levels and progress of different groups**
- monitoring any racist incident
- developing partnerships with parents and community groups

Monitoring

- The Head of school will establish data collection systems to enable assessment of the effects of the policy.
- When reviewing and assessing other policies that are relevant to race equality, the Head will consider their contribution to promoting good race relations and equal opportunities
- The **Senior leadership team/Registrars** will include ethnic data, where given, in the pupils' personal records so that tracking and monitoring of individuals' and groups' progress, attainment, rewards and sanctions can be used to inform planning and set targets.
- The Head will keep ethnic data, where given, on prospective parents/carers and monitor feedback and follow-up to registration and take up of places.
- The Head will consider the findings of all monitoring data and use it to inform target setting in the schools' improvement plans.
- This policy will be made available to parents/carers and staff on our website. A paper copy is available on request.

REFERENCES

DfE Improving the spiritual, moral, social and cultural development of pupils (November 2013 and 2014)

DfE 'The Equality Act 2010 and schools' (May 2014)

The Education (Independent Schools Standards) Regulations (2014)

See also: Equal opportunities Policy, Admissions Policy

This policy was adopted on dated: 12th July 2017

Signed (Principal):

Signed (Senior member of school staff):

Signed (Parent Representative):

Date signed: 1st June 2020

Date to be Reviewed: 1st June 2022