

Race Equality Policy for the Hasmonean Primary School. Updated January 2011

General Statement

The Governors and Staff of the Hasmonean Primary School believe that race equality is integral to a good school and any form of racist behaviour is against Jewish beliefs. We believe that all members of society should be treated with respect, justice and fairness. To this end we are committed to ensuring that every pupil should have equal opportunity to succeed and that no member of the school should be disadvantaged by direct or indirect racial discrimination.

We will monitor all aspects of school life to identify and eradicate anything which may hurt or disadvantage others. Racism in any form will be challenged and we will work within the provisions and spirit of the law to meet the Standards for Racial Equality as laid out by the commission for Racial Equality in their publication 'Learning for All'.

This policy should be read together with the school's Equal Opportunity Policy.

1. School Context

The Hasmonean Primary School is a faith school, only admitting children whose parents observe and practise the Orthodox Jewish religion. It is situated in North West London, an area which has a high concentration of Jewish residents and other Jewish facilities. Our families come from many cultural backgrounds and over 20 different languages are spoken at home. The wider school community encompasses many different cultures.

2. School Aims and Values

These are set out fully in the school's prospectus. The aims which are particularly relevant to this policy are:

- 'To nurture confidence and self-worth'
- 'To contribute positively to the wider community'
- 'To foster a sympathetic understanding of our multi-cultural society'

3. Leadership, Management and Governance

1. Commitments

- To promote racial equality and good race relations and tackling racial discrimination
- To encourage, support and enable all pupils and staff to reach their potential
- To work in partnership with parents and the wider Jewish community to establish, promote and disseminate racial equality, good practice and tackle racial discrimination

2. Responsibilities

A. Governing Body

- ensuring that the school complies with Race relations legislation
- ensuring that the policy is implemented
- ensuring that the curriculum gives appropriate emphasis to these fundamental values

B. Headteacher

- implementing the policy
- ensuring that all staff are aware of their responsibilities and are given relevant training and support
- taking appropriate action in any cases of racial discrimination

C. All Staff

- dealing with racist incidents, and knowing how to identify and challenge racial bias and stereotyping
- promoting good race relations and avoidance of discrimination on racial grounds
- keeping up to date with race relations legislation by attending training and information opportunities

D. People with specific responsibilities

- the two deputy heads are responsible for co-ordinating racial equality work
- the two deputy heads are responsible for dealing with reported incidents of racism or racial harassment
- the Co-ordinator for each curriculum subject should ensure appropriate content to their subject area

E. Visitors and contractors

- being aware of , and complying with, the school's race equality policy

3. Breaches of the policy

Normal disciplinary procedures will be applied if there are breaches of the policy by either the staff or by any of the pupils.

4. Policy, Planning and Review

This policy will be updated regularly, as part of our rolling programme of policy reviews, which are ratified by the whole Governing Body.

5. Attainment, Progress and Assessment

- The attainment and progress of all pupils, individually and in groups, are tracked as they move up the school.
- The school values the achievement and progress of all pupils.

6. Admissions and Attendance

- The school follows the governors' admission arrangements (see school Prospectus)
- On entry, comprehensive information about pupils' ethnicity, first language and any special needs are collected to ensure that we meet the needs of all our pupils
- Attendance rates of all children are closely monitored
- Provision is made for pupils who are absent on extended periods of leave.

7. Behaviour and discipline

- Procedures for disciplining pupils and managing behaviour are fair and equitable to all children
- Staff operate consistent systems of rewards

8. Curriculum and school organisation - Inclusion

- All pupils have access to the whole curriculum.
- The content of the curriculum, and the way the school and the classrooms are organised, together with the purchase and use of resources all reflect the policy of not discriminating against any individual or group.
- We believe that children should be presented with positive images of all groups and encouraged to challenge bias or stereotypes.
- Pupils should have opportunities to develop a respect and understanding for the differences between different cultural groups.
- The curriculum draws on the cultural backgrounds and experiences of the pupils in the school
- The school makes relevant use of the resources available within the local community

- The skills and experiences of parents, pupils and members of different ethnic backgrounds of the wider Jewish community are used to support the school
- Extra curricular and events take account of the interests and capabilities of all pupils

9. Personal development and pastoral care of new pupils

Our school supports all new pupils, particularly children who join the older age groups from other schools or from other countries, where English may be an additional language. Parents, staff and pupils all ensure that these pupils are welcomed, supported and encouraged to reach their full potential.

10. Teaching and Learning

- Our staff create an environment where all pupils can contribute and feel fully valued by treating each child as an individual and meeting these individual needs (EAL, SEN, gifted and talented, other cultures)
- All the children's experiences are fully valued across the curriculum
- Teachers challenge stereotypes where appropriate and discuss issues affecting the Jewish population and the wider society

11. Racism and school ethos

- Jewish values – which condemn racism – are promoted at all times
- Each child is treated as an individual and is made to feel valued and secure, and any behaviour which contravenes this objective is taken seriously
- Any racist incidents will be dealt with promptly, firmly and consistently
- All staff deal with incidents involving racism (including prejudice and stereotyping)
- Assemblies and PSHCE sessions could be used as a forum for discussions on racism
- All staff have a copy of the school's Race Equality Policy
- The school recognises ethnic, cultural, linguistic, religious and social diversity

12. Partnerships with parents and communities

- All parents are regularly informed of their child's progress
- People from the wider Jewish community are encouraged to become school governors
- All parents are encouraged to participate and be fully involved in the school community
- The school aims to promote active links with the wider Jewish and non-Jewish communities

13. Staff recruitment and development

- Where appropriate, staff vacancies will be advertised widely. These include the Barnet bulletin, the local paper, the TES and the Jewish press
- The school will provide appropriate employment data to the council's human resource service
- The staff will receive appropriate training on the school's racial equality policy

14. Monitoring incidents of racism

- Pupils, parents and staff will report any incidents of racism or racial harassment to the headteacher or the two deputies
- The headteacher will record any incidents reported and keep the local authority informed of same on a termly basis