



Grangetown Primary School

Racial Equality Policy

Author	Grangetown Primary SLT	Reviewed
Date	November 2024	
Review Frequency	2 Years	
Review Date	November 2026	

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1. INTRODUCTION

This policy statement underpins the Education Service Racial Equality Policy and reflects the council's Diversity Policy Statement. As part of our commitment to equal opportunities, Grangetown School will seek to eliminate all forms of racial discrimination. It is illegal to discriminate – directly, indirectly or unintentionally.

2. BACKGROUND

Grangetown Primary School values the diversity of the local population and seeks to reduce social exclusion by becoming more responsive to community and individual needs. Grangetown Primary School is fully committed to equality of opportunity for all people, across the full range of its activities as a provider and an employer. This pledge is expressed through the mainstreaming of race equality issues in policy development, consultation, implementation and evaluation.

To comply with the Commission of Racial Equality, Standards for Local Authorities, and the Race Relations (Amendment) Act 2000 it is a specific requirement that schools prepare a written Racial Equality Policy. This policy covers our service delivery and employment practices.

Grangetown Primary School's approach to race equality will take into account recommendations from the Stephen Lawrence Inquiry Report and to bring Grangetown Primary School in line with the Race Relations (Amendment) Act 2000. Grangetown Primary School has adopted the definition of a "racist incident" from Recommendation 12 of the report of the Stephen Lawrence Inquiry as well as the definition of "institutional racism".

3. AIMS AND OBJECTIVES OF THE POLICY

3.1 Service Delivery

Grangetown Primary School in partnership with the Education Service will aim to do the following; this information will then be utilised to develop policies and services for black and minority ethnic people.

- assess the impact of policies, practices and procedures.

- establish monitoring systems.
- ensure that our school is accessible to black and minority ethnic communities, and where necessary, appropriate services are developed to meet identified needs. For example written contact home will be multi-lingual.
- monitor the take-up of our school accordingly to ethnicity.
- train all our staff to fully understand all forms of racism.
- ensure that all aspects of school life are culturally sensitive.
- monitor key results on attainment, exclusion and attendance with regard to ethnicity.

3.2 Policy

Grangetown Primary School will aspire to: -

- have non-discriminatory policies and procedures, which comply with relevant legislation.
- promote equality of opportunity and good relations between persons of different racial groups.
- establish effective consultation and liaison arrangements with black and minority ethnic communities to ensure that they are fully consulted on the development of equality policies.
- develop and employ effective procedures for dealing with and monitoring racist incidents in schools.

3.3 Employment

Grangetown Primary School will do all in its power to eliminate racial discrimination and promote equality of opportunity in employment. Grangetown Primary School will endeavour:

- to achieve a racially balanced workforce, reflected at all levels.
- to gather and publish the number of black and minority ethnic staff employed.
- to ethnically monitor applicants for jobs and promotion.

- to monitor and analyse grievances, disciplinary action, performance management, training, dismissals and the use of exit interviews to establish their reason for leaving.
- to ensure that all advertising materials and literature relating to employment will avoid stereotyping black and minority ethnic people.
- to ensure that indirect discrimination does not occur through the use of unnecessary job criteria.
- to ensure that every selection decision is informed and fair by ensuring that shortlisting is based purely on facts and person specification.

4. RESPONSIBILITIES FOR IMPLEMENTING THE POLICY

- The Governing Body of Grangetown Primary School is to ensure that the policy is implemented in all areas of school life.
- The Headteacher is to ensure that all staff and pupils comply with the policy.

5. COMPLAINTS PROCEDURE

Any employee who feels that they have been subject to racial discrimination should refer to the Council's Equal Opportunities in Employment handbook.

Grangetown Primary School will be responsible for keeping a record of all racial complaints. Figures of complaints will be forwarded to Human Resources.

7. REVIEW

The Governing Body of Grangetown Primary School will review, assess and monitor the policy.

This policy will be kept under regular review to ensure it is working and to identify areas of improvement. This Racial Equality policy will be reviewed annually.

GLOSSARY

Discrimination can occur **directly** or **indirectly**:

- **Direct Discrimination** means treating a person less favourably on grounds of their colour, race, nationality or ethnic origin.
- **Indirect Discrimination** occurs when a rule, condition or requirement which applies equally to everyone has a disproportionately adverse effect on people from a particular racial group, and there is no justification for the rule.
- **Racist Incident** - is defined in the McPherson Report, recommendation 13 on the Stephen Lawrence Inquiry as "**any incident which is perceived to be racist by the victim or any other persons**".
- **Institutional Racism** - "**the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people**" (Macpherson, 1999)