



# Keelman's Way School

## Equality and Diversity Statement

### Introduction

Keelman's Way School last reviewed this policy in autumn 2012 and is now due for review as part of the schools programme of self-review.

### Equality Policy Statement

The Governors of Keelman's Way School wish to state that they are committed to working to ensure that every-one has an equal opportunity to succeed and that no member of this school will suffer or be disadvantaged by direct or indirect discrimination be it on the grounds of race, colour, nationally or ethnic or national origins, gender, nationality, faith age, disability or sexual orientation.

At all times we will be vigilant for aspects of our work and play which might hurt or disadvantage others. All acts of deliberate bullying and harassment will not be tolerated. Discrimination in all its forms, including racism in all its forms, is not acceptable and will be challenged, particularly where the provision of the Race Relations Act are broken.

Keelman's Way School will work within the provision of the law and do everything to meet the standards for race equality as laid out by the commission for racial equality in "Learning for All". We understand and agree that these provisions are the minimum we can expect of our school.

### Background

- Catchment area: Pupils attending Keelman's Way School may live in any part of the South Tyneside area.
- Staff: All staff are White/British
- Governors: All the Governors are from a White British background.
- Local Community: The school is located within a very supportive community. Pupils however, come from a cross section of settings – from families where there is no wage earner to families where both parents have professional backgrounds.
- Racist Incidents in school: There have been no racist incidents with school.

## **Aims and Values**

It is our aim to ensure that Keelman's Way School is an environment that does not tolerate unlawful racial discrimination and promotes equal opportunities and good relations, including race relations, in all aspects of school life:

- Teaching and Learning
- Progress, attainment and assessment
- Behaviour and discipline
- Pupils personal development and pastoral care
- Curriculum
- Admission and attendance
- Staff recruitment and professional development
- Partnerships with parents/carers and the communities

## **Leadership and Management**

As a school we are committed to:

- Actively tackling racial discrimination, promoting equal opportunities and good race relations
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents/Carers and the wider community to tackle discrimination, including racial discrimination and to follow and promote good practice
- Making sure that the race equality policy and procedure is followed

## **Responsibility**

The Governors are responsible for:

- Ensuring that a policy is in place and procedures are followed.
- In consultation with the Head Teacher set the strategic direction and ensure that equality issues are taken into account
- Provide resources to support equality
- Monitor the effectiveness of the policy by receiving information on areas such as pupil learning, rates of exclusion and attendance by ethnicity and by stage of language development of EAL pupils.
- Ensure that recruitment and selection procedures are free from bias and do not discriminate against and applicant from differing backgrounds e.g. ethnicity
- Ensure that admissions are non-discriminatory

The Head Teacher is responsible for:

- Communicating clear commitment to eliminating inequality and racism
- Establishing high expectations of all – school ethos
- Ensuring that equality is given high priority
- Ensuring that the policy is readily available and that they governors, staff, pupils and their parents/carers know about it
- Ensuring that the policy and procedures are followed
- Preparation of information for staff and governors about the policy and how it is working
- Ensuring that all staff know their responsibility and receive training and support in carrying these out
- Taking appropriate action in cases of racial harassment and racial discrimination

The senior management team is responsible for:

- Support the Head Teacher in all the above areas
- Manage delegated responsibilities with respect to equality e.g. multicultural work
- Monitor the effectiveness of the implementation of the equality policy and provide support where necessary

All staff are responsible for:

- Making themselves aware of legislation around equality
- Promoting equal opportunities and good racial relations avoiding discrimination against anyone for reasons of gender, nationality, faith age, disability or sexual orientation race, colour, nationality or ethnic or national origins
- Recognising and dealing with bias including racist incidents and being able to recognise and tackle bias and stereotyping
- Ensuring good access to the curriculum and learning for all pupils
- Promoting understanding about cultures and religious diversity in society through relevant parts of the curriculum

**What action will be taken if pupils, staff or others do not follow the policy?**

- Listen and hear, take note of what you see and hear
- Discuss incidents with the person who has offended and help them to see that what they have done is wrong
- Talk to the victim and tell what you/the school has done
- Help pupils to understand what is right and what is wrong and why
- Record and report incidents no matter how trivial it may appear
- Talk to the parents of the pupils involved – victim and offender
- Report incidents on Governors on a termly basis
- Report incidents to LEA
- Be proactive by offering pupils opportunities to understand difference and diversity

## **Ethnic Monitoring**

- Ethnicity: data provided by parents re: ethnicity is recorded on the school admin system. If parents chose not to provide information this must be respected. SEF shows achievement for our EM pupils

## **Assessing and reviewing practice**

- To help our pupils become aware of the many groups that are a part of our diverse society we will deliver planned multi-cultural events on an at least annual basis. This will expose pupils to similarities and difference and aim to make them more tolerant and responsive to difference. From experience we have found that music, dance, food, language and cultural experience are very positive stimulants to promote involvement.

## **Publishing the results of monitoring**

- We will share outcomes with Governors (re any racial incidents etc) and the wider community including parents (e.g. Multi-cultural activities) via our termly newspaper and the school brochure.
- Staff will be made aware of the policy and how it is working via staff briefings, training and staff handbook
- If Keelman's Way School is named as the appropriate school Special Educational Needs the Local Authority will request a place on behalf of the individual.

## **Communicating our policy**

- How and where available: Our school website has a copy of this policy

This policy supports the other policies of Keelman's Way School, particularly our inclusion, admissions, citizenship and teaching for learning policies.

Signed.....  
Head Teacher

Date.....

Signed.....  
Chair of Governors

Date.....

Completed Spring 2017  
Review Spring 2018