

The Roaches Farm School Network

Equality and Diversity Policy

Rationale

The RFSN provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to:-

"Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds."

The RFSN strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued (see Equal Opportunities Policy) and treats one another with respect. Pupils should be provided with an opportunity to experience, understand and celebrate diversity."

We recognise:-

- The inclusive nature of the National Curriculum 2000 and the opportunities Citizenship presents for encouraging 'respect for diversity'
- The importance of celebrating festivals from diverse faiths
- That minority ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups e.g. Irish.
- The important contribution immigrants and their descendants have made to Britain.
- The importance of Global Citizenship.
- The importance of strong home/school and wider community links.
- Our duty under the Race Relations (Amendment Act 2000) to promote race equality actively.
- The recommendations of the inquiry into the death of Stephen Lawrence:
- "That Local Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism" (Recommendation 68)
- The importance of preserving the protected characteristics embodied within the Equality Act 2010, namely: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Racism

The definition of institutionalised racism is "the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour 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 disadvantages minority ethnic people."

A racist incident is "any incident which is perceived to be racist by the victim or any other person"

The RFSN will not tolerate racial harassment of any kind. We are committed to combating racial discrimination.

As result we will:

- Write an action plan to ensure targets are met
- Make the policy and targets known to all teaching and ancillary staff, pupils and Primary Carers
- The Farm Schools Network
- Monitor pupils by ethnic group (see Monitoring by Ethnicity below)
- The school will endeavour to ensure that the Senior Management Team and staff team reflects the local community it serves.

Pupils will be:-

- Treated as individuals
- Made aware of cultural differences and be encouraged to accept them and understand and value them
- Made aware of common similarities whatever culture or creed
- Encouraged to speak their mother tongue
- Encouraged to take pride in their own cultural background
- Taught to respect other people's religion and culture
- Encouraged to pronounce each other's names correctly
- Made aware of each individual's right to the same care, attention and expectations they would accord themselves
- Made aware that racist harassment will not be tolerated
- Encouraged to bring racist incidents to the notice of the staff and feel that any such incidents will be dealt with promptly and justly.
- Given the opportunity to discuss issues surrounding racism, and explore possible solutions.

Staff

All staff working at The Farm Schools Network, whether employed by the school or not will:-

- Be made to feel valued members of the school team
- Be made to reach their full potential
- Be supported in their professional development
- Have their views, backgrounds and beliefs respected by the school
- Act as role models to the children and their Primary Carers through the positive relationships they foster.

Primary Carers

Primary Carers will:

- Be made aware of the Race Equality Policy as their child enters the school, and will be expected to uphold the ethos of the school.

- Be informed of any racist incident involving their child and will be expected to work with the school to resolve the incident.

Other related school policies

Racial Equality is included as an explicit aim in all of the school's policies. Upon each policy review updates will be made.

RFSN Equality and Diversity Policy January 2020

To be reviewed annually - Reviewed July 2021