



## Race Equality Policy

### Introduction

This policy has been written to meet the clubs statutory duty under the Race Relations Amendment Act 2000. General and specific duties are required as follows:

The general duty requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- Promote good relations between people of different racial groups.

The specific duty requires us to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on children, staff and parents, of different racial groups, including, in particular, the impact on attainment levels of these children.
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such children.

### Club Context

Our club values the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest standards.

Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that this club promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

### Policy, Leadership and Management

This policy has been agreed by all staff.

The manager is responsible for ensuring that the policy is communicated, implemented and monitored.

The club philosophy includes a commitment to the promotion of equality of opportunity and respect for others.

All staff are responsible for dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping.

Copies of the policy will be available from Lorraine Oliver.

Staff will be given the opportunity to discuss the implications of the policy and any training needed.

All members of staff are entitled to appropriate training, in order that they can play their full part in ensuring that our school promotes racial equality.

The club will follow the LA Guidelines in dealing with incidents of racial harassment.

Any incident of racial harassment is unacceptable in our club.

Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of cooperation in a session, due to the ethnicity of a child.

Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil who is the victim;
- reprimand the aggressor and inform the victim what action has been taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the manager or deputy manager and inform the action taken;
- inform the manager of both the victim and the aggressor, then record what happened in the incident book; it will also be recorded on a Racial Incident Report Form and communicated to the LA;
- inform both sets of parents, if appropriate.

All racist incidents will now be recorded and reported to the manager.

Outcomes of the club Race Equality Policy will be communicated to parents via the manager.

We aim to provide all our children with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, staff will:

- ensure equality of access for all children and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and value that will challenge racist behaviour;

- provide opportunities for children to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their children;
- make best use of all available resources to support the learning of all groups of children.

### **Admission, Attendance, Discipline and Exclusions**

The club is committed to ensuring that all processes are fairly applied.

If ethnic discrepancies in attendance or exclusions become apparent then this will be addressed to discover causes and to seek positive ways forward.

### **Children's Personal Development, Attainment and Progress**

Attainment is monitored across all subject areas for individual child.

Achievement of all children is celebrated in a number of ways, including stickers, Star Points, certificates, etc.

### **Attitudes and Environment**

In our club, we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of club life. We do this by:

- creating an ethos in which children and staff feel valued and secure;
- building self esteem and confidence in our children, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of children and their learning;
- removing or minimising barriers to learning, so that all children can achieve;
- actively tackling racial discrimination and promoting racial equality through our club, newsletters to parents and displays of work;
- making clear to our children what constitutes aggressive and racist behaviour;
- identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making children and staff confident to challenge aggressive and racist behaviour.

All parents have the opportunity to discuss the progress of their children at any time.

### **Staffing - Recruitment, Training and Professional Development**

The club is committed to attracting and developing a workforce on a basis of merit.

The recruitment process will be monitored to ensure that there is no ethnic bias.

Professional development opportunities are offered to all staff.

The club will ensure that staff provided with sufficient training to carry out their statutory duties.

### **Monitoring and Evaluation**

We make regular assessments of childrens' learning and use this information to track childrens' progress as they move through the club. As part of this process, we will monitor the performance of different racial groups, to ensure that all groups of children are making the best possible progress.

Our monitoring activities enable us to identify any differences in children performance. This allows us to take appropriate action to meet the needs of specific groups and to set targets in order to make the necessary improvements.