Rooks Nest Academy

‘***Striving For Excellence, Caring for Children’***

Race and Equality Policy

Background to School

Rook’s Nest Academy is a large primary school serving an area that is broadly average in its social and economic circumstances. There is a below average proportion of pupils entitled to free school meals and The proportion of pupils identified by the school as having learning difficulties and/or disabilities is below average. The Majority of children are White British. Children from minority ethnic groups are lower percentage than average but rising with children from Indian, Pakistani and African heritage.

Aims of the Policy

Our mission is to eliminate unlawful racial discrimination and to promote equal opportunities and good race relations in all areas of school life.
The school is committed to:
• Challenge racism and celebrate diversity.
• Ensure race equality is addressed across all areas of the curriculum.
• Utilise adequately the experiences and expertise of all pupils, parents, staff and members of the local community.
• Deal with racial incidents firmly and sensitively.
• Ensure equality, inclusiveness and social justice for all its pupils, staff and governors.
• Ensure that pupils and staff are encouraged and able to achieve their full potential regardless of any disability, age, race, gender, sexual orientation, religion, language, asylum or refugee status.

Leadership and Management Responsibilities

Governing Body

The governors are responsible for:
• making sure the school complies with the amended Race Relations Act 1976; and
• making sure the race equality policy and its procedures are followed.

Headteacher

The Headteacher is responsible for:
• making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
• making sure the race equality policy and its procedures are followed;
• producing information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
• making sure all staff are aware of their responsibilities and receive adequate training and support in carrying these out.
• taking appropriate action in cases of racial harassment and racial discrimination.

All Staff

All staff are responsible for:
• dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
• promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins.
• keeping up to date with the law on discrimination, and taking up training and learning opportunities.

Monitoring, Reviewing and Evaluating School Policies
• The school will ensure that race equality issues when necessary are regularly included as an agenda item at senior management and governors meetings.
• The school will undertake race equality reviews on all of its policies when necessary, which may include consultation with staff, governors, parents and pupils (where appropriate).

Ethnic Monitoring
The school will use ethnic monitoring data to monitor the attainment and progress of pupils and to set targets for removing any identified disparities between different groups of pupils.
The school will use ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards to inform future planning and decision-making.

Publishing the Results of Monitoring
The results may be published in reports to governors.

Promoting the Policy and Training Needs of Staff and Governors
1. All staff including support staff will read a copy of the policy.
2. All temporary staff e.g. students will be briefed prior to working by the deputy headteacher / school business manager.
3. The policy will referred to in the Behaviour and Anti- bullying policy.
4. Staff and Governors will be informed of updates in Government policy and appropriate training.

Curriculum, Teaching and Assessment
• Issues relating to identity, racial equality and racism are part of many curriculum areas including Assembly themes and PHSE.
• Pupils are taught that they must report any racial incident to a member of staff. All incidents are recorded by the headteacher and passed to the LEA.
• Our resources and display where appropriate will be multi-cultural and portray positive images of different people and cultures.
• Our curriculum is taught so that multi-cultural aspects are viewed positively e.g. in geography the study of other countries and cultures are taught positively. In RE the range of faiths are all taught from a positive perspective.
• BME issues and positive role models are explored through our Learning Challenge Curriculum. We invite guest speakers and visitors into school to confirm positive attitudes.
• We will assess children and support them so that every individual is able to show what they know and what they can achieve.

Admission, Attendance, Discipline and Exclusion
• We follow the admission policy of Wakefield LEA.
• Leave of absence for religious observance is written into our attendance policy.
• We have a positive behaviour policy that is fair and equitable to pupils from all racial groups.
• Exclusions and prolific absences are monitored by ethnicity.

Pupils' Personal Development, Attainment and Progress
• At Rook's Nest Academy we have high expectations for all pupils.
• A wide range of achievement is recognised at Rook's Nest Academy School including sporting, academic, musical, personal and social. These are celebrated during our weekly 'Achievements Assembly'.
• Pupil attainment and progress can be monitored by ethnicity.

Attitudes and Environment

The school supports and values diversity and actively promotes good personal and community relations.

We worked alongside Barnardo's to produce an Equality and Inclusion Policy which complements this policy.

The school openly opposes all forms of racism and discrimination.
All pupils, parents and staff will be made aware of the procedures for dealing with racism and racial harassment. Any incident deemed as racist will be recorded using the school's INTEGRIS system and by law passed onto the LA.

Review January 2026