

Race Equality Policy

Ysgol Melyd is committed to working towards race equality, promoting positive approaches to differences and fostering respect for people of all cultural backgrounds. The school is opposed to all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group will not be tolerated and will be challenged. The school recognises that Wales and the UK have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are adequately prepared to live in such a diverse society.

Responsibilities

Governing Body

- The Governing body has overall responsibility for ensuring that the school complies with Race Relations legislation, including the general and specific duties in the amended 2000 Act.
- With assistance from the Head Teacher, the Governing body has responsibility for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.
- The Governing Body will consider Race Equality issues and has a named governor for Equalities, who is Mrs Galley.

Head Teacher

- The Head Teacher has overall responsibility, with the Governing Body, for implementing appropriate courses of action to enable the school to adhere to this Race Equality policy.

It is recognised that **all staff** have a responsibility to promote racial harmony within the school but to ensure appropriate focus and a strategic approach 'named persons' will be identified.

Named person for Racist Incidents

- The named person for Racist Incidents is Miss Evans
- The named person ensures that all reported racist incidents are recorded in a register, and that Racist Incident Report forms are completed and send on to the LA.

Named person for Equalities

- The named person for Equalities or Equal Opportunities is Miss Evans

- The named person for Equalities ensures that the school regularly reviews and evaluates all policies and practices in relation to Race Equality, leading to the setting of targets which address aspects of inequality or disadvantage in all of the schools activities.

PSE Coordinator

- The PSE Coordinator is Mr Jones
- The PSE Coordinator ensures that race and cultural diversity issues are addressed in the implementation of the PSE Framework throughout the school, developing attitudes and values which promote understanding of diversity and equality, which encourage positive, healthy relationships and which challenge racism.

RE Coordinator

- The RE Coordinator is Mrs Ellis-Williams
- The RE Coordinator ensures that religious education within the school is in line with SACRE guidance. That RE is taught in a positive, balanced way, that different viewpoints are always valued and respected and those stereotypical views of particular faith groups are not perpetuated but examined in an objective, relevant way.

Teaching Staff

- All teaching staff are responsible for keeping up to date with Race Relations legislation and Equality matters.
- They know how to deal with racist incidents in the classroom, how to promote diversity, and how to identify and challenge bias and stereotyping.
- In their teaching, they encourage positive working relationships between pupils and ensure that pupils of all racial and ethnic groups are included in all activities and have access to the curriculum.
- Teaching staff never discriminate, or allow personal feelings, prejudices or assumptions about racial or ethnic groups to affect their treatment of particular pupils, parents or other staff.

Non-teaching staff (including administrative staff, midday supervisors, catering workers and caretaker/cleaners)

- All non-teaching staff are responsible for ensuring that they do not discriminate in carrying out their functions, or allow personal feelings, prejudices, assumptions or stereotypes about racial or

ethnic groups to affect their treatment of particular pupils, parents or other staff.

All employees

- All school employees have a responsibility to read, understand and comply with this policy.

Consultation

- This policy was developed in consultation with the following:
 - Staff
 - Governors

Signed: _____
Headteacher

Chair of Governors

Date: _____