



## **Roe Farm Primary School PRACTICES WITHIN THE SCHOOL TO COMBAT RACISM**

This guidance note needs to be read in conjunction with the following school documentation –

- Equal Opportunities Policy
- Anti-Bullying Policy

The school takes the issue of combating racism very seriously. The policies and guidance outlined above reflects the commitment that the school has made into building fairness into all that we do.

We believe that we combat racism within Roe Farm Primary School in the following ways;

- Eliminating all forms of inappropriate discrimination.
- Listening, responding, and working together with all staff and children's carers and outside agencies.
- Providing an educational service, including a residential experience, which is available to everyone.
- Continually improving all that we do based on equality.
- Developing environments where children and young people from ethnic groups are valued and respected.
- Providing equality of opportunity in our employment practices.
- Providing learning and development opportunities for all our staff to enable them to fulfil our commitments to equality.
- Work with other agencies to ensure that our commitments to equality are delivered.
- Taking any complaints about inequality seriously.

Quality and effective care at Roe Farm Primary School will recognise the particular needs of young people from a black or ethnic minority backgrounds. As a school we welcome staff, adults and children with differing origins and ethnic backgrounds.

The school however, welcomes all referred pupils with professionalism and integrity regardless of ethnic origin.

The school will actively seek to address issues of direct and indirect racism so that all childcare is offered in an anti-discriminating manner.

Staff should read the school policy on the particular care needs of children from minority ethnic groups.

Within the schools policy statement on the needs of children and young people from black and ethnic staff are asked to consider the following –

- The physical care given to students i.e. skin and hair care.
- The food offered via the schools menus and kitchen, and that bought on lifeskill shopping trips.
- The range of leisure and recreational activities on offer.
- The manner in which we celebrate key festivals and holidays.
- How information is presented to others who's first language is not English.
- The type of TV and video programmes that students have an opportunity to watch.
- The décor of individual's rooms and the type of posters displayed on walls.



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- The school's response to challenging behaviour from those pupils who are black. (Given the gross over representation of such pupils as excluded from schools on a national basis.)
- The use of positive and affirming images of difference within the school.
- The monitoring of the ethnic make up of both the student and staff population.
- The affirmation of clothing styles and fashions that reflect both the age and cultural heritage of the student group.
- Given the increased number of children and young people who are refugees, the school needs to genuinely work in partnership with parents.

It is hoped that this guidance enables staff to take personal responsibility for taking forward anti-racism policy and practice.

Staff are advised to visit the website of the Commission for Racial Equality in order to read and obtain excellent materials in this area.

[www.cre.gov.uk](http://www.cre.gov.uk) or phone 020 7828 7022.

Staff can also access materials published by OFSTED on racial equality at [www.ofsted.gov.uk](http://www.ofsted.gov.uk) or by phoning 020 7421 6744.