



LARKRISE SCHOOL

Racial Equality Policy

Robert Searle

- Linked with Equality and Diversity Policy

Reviewed: Nov 2017
Next Review: Nov 2019

RACIAL EQUALITY POLICY

1. Statutory Responsibilities

Larkrise School's Racial Equality Policy seeks to promote the fundamental principles of the:

- Race Relations Act, 1976 (Section 71)
- Crime and Disorder Act, 1998 (Section 17)
- Human Rights Act, 1998 (Article 14)
- Race Relations (Amendment) Act, 2000

2. Race Equality in Larkrise School

Larkrise School has adopted Wiltshire County Council's 'Commitment to Anti-Racist Practices' (June 2001).

Larkrise School has an Equal Opportunities Policy that seeks to provide equal opportunities for all pupils, '... regardless of such factors as ability, age, religion, disability, race or sex'. (October 2001)

Larkrise School's Equal Opportunities (Staffing) Policy seeks to ensure that no applicant or employee receives less favourable treatment '... on the grounds of race, colour, nationality, ethnic or national origins, sex or marital status, sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be justifiable'. (reviewed February 2002)

3. Organisation

- We will maintain a Racist Incident Log in the school Office, available for use by all members of staff.
- Any incidents of racism will be reported immediately to the Headteacher and/or Senior Management Team.
- Breaches of the Policy statement will be dealt with according to LEA guidelines.
- Completed report forms will be kept in confidence (school safe).

4. Evaluation of the Policy

The Policy statement will be evaluated and updated when necessary, taking into account new legislation, Anti-Racist/Equal Opportunities training, and the views of the Senior Management and the school's Governing Body.

Phil Cook
Headteacher
February 2013