IPSWICH SCHOOL

RACE EQUALITY POLICY

AIMS AND VALUES

It is the aim of our school to encourage our pupils to become balanced, confident, considerate and fulfilled individuals within the community. As part of this aim, we help them to consider moral and spiritual values and to develop a spirit of service. Racial discrimination and inequality are contrary to our values and we therefore wish to promote equal opportunities and good race relations in all areas of school life. These include:

- The progress, attainment and assessment of pupils
- Behaviour, discipline and exclusion
- Pupils' personal development and pastoral care
- Teaching and learning
- Admission and attendance
- The curriculum
- Staff recruitment, promotion and professional development
- Partnership with parents, guardians and the community

COMMITMENT TO RACIAL EQUALITY

We are committed to

- Actively tackling racial discrimination, and promoting equal opportunities and good race relations
- Encouraging, supporting, and helping all pupils and staff towards reaching their potential
- Complying with all aspects of race relations legislation
- Promoting values and knowledge which underpin race equality and respect

This commitment must be evident in practice and responsibility for this is as follows:

Headmaster (Head in the Preparatory School):

- Ensuring that the race equality policy is readily available and that governors, staff and pupils know about it
- Taking appropriate action if the policy is not followed by staff or pupils
- Ensuring that there is an active approach to promoting racial equality, particularly through assemblies, and in the PSHE syllabus

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Heads of Departments/Subject Co-ordinators:

- Ensuring that opportunities to promote racial understanding are taken in lessons and that textbooks and other source materials are chosen so as to promote racial equality, knowledge of varied religions, races and nationalities, and to combat racial stereotypes.

All staff

- 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, religion, or ethnic or national origins.
- Supporting any pupil who is the victim of racial teasing or bullying so as to promote their self-esteem.

ETHNIC MONITORING

The parents of pupils applying for places from September 2004 onwards will be asked to state the ethnicity of the applicant, using the categories from the 2001 Census. This information will be used to monitor the school's intake and, for pupils who gain entry, for the completion of official educational censuses

Reviewed September 2013