

MAPLE MEDICAL PRU

RACE EQUALITY POLICY

Context

Maple Medical PRU caters for pupils with medical needs. There are three distinct services within the PRU. JASP caters for secondary age pupils with mental health disorders at Tier 3, the Young Parents Centre caters for school age mothers to be, school age mothers and their babies and the Hospital School caters for medically unwell children who are in hospital, in Link, or accessing home tuition

Maple admits pupils from Doncaster LA area and the Hospital School may have pupils from additional areas who are being treated at DRI. The population of Maple reflects the diversity of Doncaster itself.

At Maple we are committed to promoting equality of opportunity and striving for good relations within and between all areas of race and nationality in all areas of the school community.

We pursue this commitment through all our policies and procedures.

Aims

- to acknowledge the existence of racism and to work towards the elimination of discrimination
- to promote equality of opportunity
- to promote good relations in order to encourage inclusion in the wider educational community
- to ensure that students and staff from all racial groups are encouraged to achieve their full potential
- to create an educational community in which every person, irrespective of their race, colour, ethnic or national origin or citizenship, feels welcomed, valued and supported to achieve their full potential
- to prepare students for a life in a culturally diverse society

At Maple we:

- promote an inclusive curriculum, ethos and learning environment
- celebrate cultural diversity
- promote a climate of understanding, tolerance and harmony
- combat discrimination, prejudice and harassment
- provide positive role models

Maple promotes equality and challenges racism in many ways including:

- opportunities through morning meetings, SEAL and formal and informal group work to widen appreciation of different cultures and religions, e.g. Black History month, Eid, Saints' days, religious festivals.
- opportunities in the teaching of PHSE

- displays and awards to celebrate the achievements of all pupils
- reviewing publications and resources to ensure that they are inclusive
- ensuring that all members of staff challenge any inappropriate racist or stereotypical comments used either in lessons or in social environments
- ensuring that Racist leaflets, badges, insignia and graffiti are not tolerated in Maple
- reviewing curriculum content to ensure that negative images are not portrayed and that examples of positive images are promoted whenever possible, taking account of cultural differences in its pastoral care of students.
- inclusion of the wider Maple community.

Pupils, parents/ carers, staff and the management committee will be made aware of this policy and hard copies are available as well as being available on the website.

Implementation Strategy/Roles and Responsibilities

The Management Committee is responsible for ensuring that the school fulfils its legal responsibilities under the Race Relations Act. The Head is the named person with overall responsibility in school for the implementation of the policy and the senior leaders at Maple will be proactive in promoting racial equality, tackling racial discrimination and ensuring that all staff are aware of their responsibilities. Maple records the number of racist incidents, if any. Staff, via the Maple Performance Management system, can access professional development opportunities which specifically relate to racism.

Breach of the Policy

After proper investigation, if a racist incident is found to have occurred, the following action will be taken:

- All incidents will be recorded.
- Pupils will be informed that a letter will be sent to parents/ carers stating the unacceptability of the behaviour and the normal procedures for serious breaches of the Maple behaviour policy will be instigated.
- For incidents involving staff, the procedures outlined in the contract of employment will be instigated.

Head teacher signature

Management Committee signature

Date of Policy April 2014

Date of Review April 2016