

Racial Equality Policy



Mowmacre Hill Primary School

This policy was written in June 2016

This policy is renewed annually and so will be renewed: June 2017

Print Name _____

(Chair of Advisory Board)

Signature _____

GENERAL STATEMENT

At Mowmacre Hill we value the linguistic, cultural and religious diversity of the school and its community. Our aim is to eliminate any racial discrimination and to actively promote equality of opportunity and good race relations in all areas of school life. We expect all children to find school a safe and welcoming place where they are able to achieve success irrespective of their nationality or ethnic background. It is not possible to achieve this if any of its members face prejudice or hostility because of their ethnic origins. Therefore we need an anti-racist policy to ensure equality of opportunity of education for all children. By having such a policy we give a clear message to everyone in the school Community that racism will not be tolerated. Finally it is a legal requirement of the LEA to “eliminate unlawful racial discrimination and promote equality of opportunity, and good relations.....” Sec 71 Race Relations Act 1976

COMMITMENTS

We are committed to making sure that this Race Equality Policy and its procedures are followed.

AIMS AND VALUES

- To make our school a safe and welcoming place for all its members.
- To provide an environment in which racist assumptions, attitudes and behaviours are continually challenged, to provide a curriculum which emphasises the positive aspects of all cultures and to give children the confidence that racism can and must be eradicated.
- To give children and adults confidence that racism can and must be eradicated.
- To develop staff awareness of implicit racism within school, community and society and issues of using correct terminology, customs, language etc.
- To enable staff to directly intervene with incidents of racism by giving them guidance to efficiently deal with incidents of racial harassment.

ROLES AND RESPONSIBILITIES

Advisory Board

Advisory Board members are responsible for:

- making sure that the school complies with the Race Relations Act 1976, as amended by the 2000 Act; and
- making sure that the Race Equality Policy and its procedures are followed

Head Teacher

The head teacher is responsible for:

- making sure that the Race Equality Policy is readily available and that governors, staff, pupils, parents and guardians know about it
- making sure that the Race Equality Policy and its procedures are followed in school and during school activities outside of school
- producing, annually, information for staff and governors about the policy and how it is working ensuring that staff receive training on the policy, if necessary
- making sure that all staff know their responsibilities (see below) and receive training and support in carrying out these responsibilities
- taking appropriate action/ensuring that staff take appropriate action in cases of racial harassment and racial discrimination
- monitor racial incidents and report them to the trust

All staff

All staff are responsible for:

- dealing with racist incidents
- recognising and tackling racial bias and stereotyping
- promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins
- taking up training and learning opportunities, both in school and out of school, on discrimination; and
- delivering an inclusive curriculum within which all ethnic groups can feel valued and within which inequalities are addressed.

Identifying Racist Behaviour

Racist behaviour may be defined as any hostile or offensive act or expression by a person of one racial and ethnic origin against a person of another racial group or ethnic origin or any

incitement to commit such an act in such a manner that it interferes with the peace and comfort of the aggrieved person.

Categories of Racist Behaviour

In order to identify racist behaviour in educational institutions the following categorisation of types of incidents has been produced.

- Physical assault because of colour and/or ethnicity.
- Derogatory name calling, insults and racist jokes.
- Racist graffiti.
- Provocative behaviour such as wearing racist badges or insignia.
- Bringing racist materials such as leaflets, comics or magazines into school.
- Verbal abuse or threats.
- Incitement of others to behave in a racist way.
- Racist comments in the course of discussion in lessons.
- Ridicule of individual for cultural differences e.g. food, music, dress etc.
- Refusal to co-operate with other people because of their ethnic origins.

GUIDELINES FOR DEALING WITH RACIST BEHAVIOUR

The following steps will be taken in dealing with racist behaviour in accordance with advice that can be found in the Racist Incident File in the Headteacher's office.

- Identifying the racist behaviour
- Complete CPOMs and Racial Incident report form (see appendices) to inform member of SLT
- SLT - Complete Racist Investigation Report Form (see appendices) The Racist Investigation Form is to be completed by the member of the management team responsible for dealing with racist incidents. Some incidents that are not thought to be racist may turn out on investigation to be racist, at which point they should be recorded as racist using this form.
- Dealing with the perpetrator
- Support the victim
- Dealing with the impact of racist incidents in the whole school and the community

- Monitor

Dealing with Perpetrators

The following general procedures may be followed in dealing with the perpetrators. Members of staff must not ignore any form of racist abuse in school. Racial Incidents are recorded in school using CPOMs and the Racist Incident Report form, a range of procedures may be used, including but not exclusive to:

- Discussion with head teacher/ member of SLT
- Explain fully to the perpetrator that verbal racist abuse will not be tolerated
- Explain why it is offensive as child may draw no distinction between the racist remark
- Letter to parent/guardian
- Take necessary action to prevent recurrence
- Members of staff must not ignore any form of racist abuse in school.
- Explain fully to the perpetrator that racist abuse will not be tolerated

Dealing with Students.

A victim or victims of racist behaviour will need immediate attention from a member of staff of their choice in order to prevent the danger of shock and longterm suffering

An appropriate member of staff needs to explain the action taken and to express the attitude of the school towards such behaviour giving the opportunity to the children to express their own concern and feelings.

In serious cases the Headteacher should meet parents or relations of victims to explain the action taken and to discuss the matter with them. Dealing with the impact on the school and community

If the matter is of serious nature all the students and staff should meet together to discuss it. Assemblies may also be used for the purpose

