

Race Equality Policy

Aim

We aim to promote racial harmony and understanding and to create a positive climate that will enable everyone in Our Lady & St Edward School to work, free from intimidation and harassment, to achieve their full potential.

Objectives

- To promote positive attitudes towards all racial/ethnic groups, teaching respect for all people and all cultures.
- To deal effectively with all racial/racist incidents in line with the Code of Practice stated in this policy.
- To monitor the academic achievements of all children and to take action if patterns of underachievement are evident in any racial/ethnic group.
- To ensure the curriculum reflects the ethnic diversity within the school and to teach the children about other cultures.
- To support all children to access the curriculum, especially children who have English as an additional language.

Curriculum

Through our curriculum, we aim to promote positive views on all cultures and racial groups. The contributions of other countries and cultures are reflected in Geography, History, Music Art, RE, PSE drama workshops and theatre visits. Curriculum display work reflects the cultural and racial diversity within the school, the community and the wider world. We value parental input that introduces children to experiences from cultures other than their own and affirms the values/contributions of other cultures. Children are also encouraged to share out of school experiences which may be linked to the home culture. We aim to provide the children with resources, especially books, which reflect the ethnic make up of our school and the wider world. Learning Support Assistants are used to facilitate children's access to the curriculum and EMTAG teachers have regular sessions with children who have English as an additional language.

Cultural Diversity

The school respects the cultural diversity of its pupils and their families. Efforts are made to include all parents in the life of the school and to explain our culture and traditions. Dietary needs are catered for by the School Meals Service, dress codes are respected and absences relating to non Christian festivals will be authorised. Children are encouraged to record out of school experiences/achievements in their personal Record of Achievement and achievements are celebrated in our Gold Book Assemblies.

Information for Children

Children are taught from the age of three, when they enter the nursery, what constitutes racist behaviour and that such behaviour is not acceptable. They are taught to report racism against themselves or against another individual. The message that racism is not acceptable is reiterated in general terms whenever opportunities present, through curriculum work and P.S.E. Specific incidents are always treated seriously and are always followed by the message that racism is wrong and will not be tolerated.

Information for Parents/Carers

Details of the school Race Equality Policy are included in the Parents' Handbook which is given to all new parents. Further information is disseminated through school newsletters

Monitoring

Key Stage data is analysed annually to establish trends in achievement for all pupils. It is expected that the achievements of all minority groups will closely mirror the achievements of white British children. Should the data reveal underachievement in any racial/ethnic group, an action/intervention plan will be drawn up to remedy the situation. The plan will relate to all children from a racial/ethnic group who are underachieving, not just the group to whom the analysed data refers.

Data relating to lunch time exclusion, fixed term exclusion and permanent exclusion will also be monitored for racial bias. Children experiencing difficulties likely to result in exclusion (of any kind) will be given positive support to remedy the situation. Parents will be informed and involved in this process (see Behaviour Policy).

The Pupil & Personnel Committee of the Governing Body is responsible for the monitoring of data relating to race equality issues.

Code of Practice

Definitions

Race - A term commonly used when identifying groups of people who share a common origin or heritage.

Racism - This results from prejudicial attitudes which are based on ideas of racial superiority.

Racist Behaviour - Any action or behaviour, whether conscious or unconscious, that contributes to a discriminatory process.

Racial Incident - Unwanted actions by a person or a group of people directed at people of different ethnic origin which causes humiliation, offence, distress, interferes with their performance or creates an unpleasant environment.

Racist Incident - 'A racist incident is any incident which is perceived to be racist by the victim or any other person.' (Stephen Lawrence Inquiry Report Feb 1999)

Racial incidents can involve:

- Physical assault or threat of physical assault where colour or ethnicity appears to be the motivating force.
- Name calling, insults, jokes.
- Graffiti.
- Provocative behaviour such as the wearing of racist badges or insignia.
- Bringing racist materials onto the premises.
- Verbal abuse and threats.
- Incitement of others to behave in a racist way.
- Racist comments in the course of work or class discussion.

- Ridicule of cultural preferences e.g. food, music, dress, faith
- Discriminatory practices: refusing to work with or co-operate with others because of their ethnic origins.

Reporting and Recording

Reports of racial incidents may take the following forms:

- A child who has suffered a racial incident may report it to a member of staff.
- A third party may report what they have seen/heard to a member of staff.
- A parent/carer may report an incident against their child to a member of staff.
- A member of staff may witness an incident.

In all cases, the report must be taken seriously, investigated thoroughly and reported to the Head Teacher.

A 'Racist Incident Reporting Form' must be completed with details of the victim, perpetrator/s, incident, investigation and outcome.

The victim's parents should be informed of the incident and the outcome of the investigation.

The victim should be offered the support of a member of staff and a friendship group can be established to offer ongoing support.

Where an incident can be proven, the perpetrator's parents will be informed, via a Racist Incident Parental Report Form, of both the incident and the outcome. Where an incident is deemed to be serious, the perpetrator's parents will be contacted by the Head Teacher/Deputy Head Teacher by letter or phone.

If a report cannot be substantiated, counselling of a general nature will take place with all involved and follow up PSE work will take place in the classroom.

In incidents that can be substantiated, the behaviour of the perpetrator will be challenged and they will be made aware that their behaviour is unacceptable and breaches school codes of conduct. They will be asked to apologise to the victim. Counselling/PSE work will take place with the victim, perpetrator and class/friendship groups as appropriate.

If the incident is serious (involving violence, threat of violence, persistence or incitement to racial hatred) a decision may be taken to exclude a pupil. Where this happens, this will be in line with school and LEA exclusion procedures.

The Racial Incidents File (kept in the Head Teacher's office) is available for inspection by the chair of the Governing Body.

Complaints Involving Members of Staff

Complaints involving members of staff will be dealt with, initially, by the Head Teacher (or Chair of Governors if the complaint involves the Head Teacher). If the matter cannot be resolved, then the complainant will be told how to make a formal complaint to the Governing Body. In the event of a formal complaint, action will be taken in accordance with the Governing Body's disciplinary procedures.

Complaints Against Volunteers, Parents/Carers or Other Adults

In cases involving volunteers, parents/carers or other adults, the incident should be reported to the head teacher and the procedure for making a formal complaint will be made known to the complainant. The head Teacher will investigate the case and take appropriate action.

Complaints Involving Outsiders

The Race Relations Amendment Act 2000 covers most incidents involving outsider perpetrators that are likely to take place on site. Perpetrators will therefore be reported to the police.

Where pupils are on a supervised off site activity, the protection of children is the first priority and the following procedures should be adhered to.

- Incidents that involve physical assault should be reported to the police as soon as practical and their assistance sought.
- Aggressive or provocative action should be avoided. On no account should children be encouraged to be assertive.
- Perpetrators should be clearly warned that their behaviour is unacceptable and is likely to be reported to the police.
- A full report must be made to the head teacher as soon as possible.
- The parents/carers of the children involved will be informed about the incident and the action taken verbally whenever possible and via a written Behaviour report a copy of which is kept on file and the incident is also recorded in SIMs..
- The head teacher will inform the governors about the incident.

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