

## **Toll Bar Primary School**

### **Racial Equality Policy**

#### **Introduction**

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related school policies – Anti bullying, Equal Opportunities, Inclusion and Special Educational Needs.)

The General Duty requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial groups.

The specific duties require us to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

#### ***Aims and objectives***

In our school we aim to tackle racial discrimination and promote equality of opportunity

and good race relations across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure;
- building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of pupils and their learning;
- removing or minimizing barriers to learning, so that all pupils can achieve;
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;
- actively tackling racial discrimination and promoting racial equality through our School Prospectus, Governors' Annual Report to Parents, newsletters to parents and displays of work;
- regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures;
- making clear to our pupils what constitutes aggressive and racist behaviour;
- identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making pupils and staff confident to challenge racist and aggressive behaviour.

## **Teaching and learning style**

(also see Teaching and Learning Policy)

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and values that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all pupil groupings;
- take account of the performance of all pupils when planning for future learning and setting challenging targets;
- make best use of all available resources to support the learning of all groups of pupils.

## ***Tackling racial harassment***

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, and damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil who is the victim;
- reprimand the aggressor and inform the victim what action has been taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the headteacher or deputy headteacher and inform him/her of the action taken;
- inform the class teacher(s) of both the victim and the aggressor, then inform the headteacher to record what happened in the incident sheets, which after investigation will be recorded on the sentinel system.
- inform both sets of parents, if appropriate.

The school has implemented the recommendations of *The Stephen Lawrence Inquiry*:

*MacPherson Report (1999)*. The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded and reported to the governing body by the headteacher.

## **Identifying Racist Behaviour**

At Toll Bar Primary School, all children and adults are encouraged to respect each other's cultural heritage and beliefs and practices and to understand that there are similarities and differences between all people.

There are occasions when a child or adult might exhibit racist behaviour towards another person. These need to be swiftly identified and dealt with.

Racist behaviour can take a variety of forms. Some of these are more obviously offensive than others. However, some apparently harmless incidents can be damaging in the long term. Below are the schools procedure for dealing with and reporting racial incidents.

At Toll Bar Primary School , we record and act on all alleged incidents of racial behaviour. We record alleged incidents and findings on the LA Sentinel System.

## Procedures for Dealing with and Reporting Racial Incidents

Category	Suggested Actions
(a) Derogatory name-calling, insults, racist jokes and language	<ul style="list-style-type: none"> <li>• Explain fully to the perpetrator that verbal racist abuse will not be tolerated</li> <li>• Individuals who are persistently abusive must be referred to the Headteacher</li> <li>• Parents should be informed</li> <li>• Offer support to the victim and counselling for the perpetrator</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
(b) Racist comments in the course of discussion in lessons	<ul style="list-style-type: none"> <li>• Racist statements must not be allowed to go unchallenged</li> <li>• Pupils who persist in making inappropriate comments must be referred to the Headteacher</li> <li>• Parents/guardians should be informed</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
(c) Ridicule of an individual for cultural differences, for example food, music, dress, etc.	<ul style="list-style-type: none"> <li>• Members of staff must not ignore any form of ridicule</li> <li>• Explain fully to the perpetrator that racist behaviour will not be tolerated</li> <li>• Individuals who are persistently abusive must be referred to the Headteacher</li> <li>• Parents should be informed</li> <li>• Offer support to the victim and counselling to the perpetrator</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>

<p>(d) Refusal to cooperate with other pupils because of their race, colour, ethnicity or language</p>	<ul style="list-style-type: none"> <li>• Explain that pupils should work collaboratively. Every pupil should have the right to be included in school activities and the school should not exclude any pupil on racial, cultural or linguistic grounds</li> <li>• Pupils persistently refusing to cooperate must be referred to the Headteacher</li> <li>• Parents/guardians should be informed</li> <li>• Offer support to the victim and counselling for the perpetrator</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
<p>(e) Verbal abuse and threats</p>	<ul style="list-style-type: none"> <li>• Members of staff must not ignore any form of verbal racist abuse in the school</li> <li>• Explain fully to the perpetrator that verbal racist abuse will not be tolerated</li> <li>• Individuals who are persistently abusive must be referred to the Headteacher</li> <li>• Parents/guardians should be informed</li> <li>• Offer support to the victim and counselling to the perpetrator</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
<p>(f) Physical assault</p>	<ul style="list-style-type: none"> <li>• Report to the class teacher, or Headteacher as appropriate</li> <li>• Full report to the Headteacher</li> <li>• Full report to parents/guardians</li> <li>• Take necessary action to prevent recurrence</li> <li>• Offer support to the victim and counselling to the perpetrator</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>

(g) Racist graffiti	<ul style="list-style-type: none"> <li>• All racist graffiti in the school must be reported to the Headteacher and should be removed immediately</li> <li>• Regular checks should be made and steps taken to discourage reappearance of graffiti</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
(h) Incitement of others to behave in a racist way	<ul style="list-style-type: none"> <li>• Pupils should be referred to the Headteacher</li> <li>• Offer support to the victim and counselling for the perpetrator</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
(i) Bringing racist materials such as leaflets, comics or magazines into school	<ul style="list-style-type: none"> <li>• All forms of racist literature and materials must be removed</li> <li>• Pupils should be referred to the Headteacher</li> <li>• Parents/guardians should be informed</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
(j) Provocative behaviour such as the wearing of racist badges or insignia	<ul style="list-style-type: none"> <li>• Educational institutions should not permit the wearing of racist badges or insignia</li> <li>• Pupils wearing such badges or insignia should be referred to the Headteacher</li> <li>• Parents/guardians should be informed</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>
(k) Attempts to recruit to racist organisations and groups	<ul style="list-style-type: none"> <li>• Report immediately to the Headteacher</li> <li>• 'Recruiter' should be interviewed</li> <li>• The parents/guardians should be informed</li> <li>• Give to office staff to record on Sentinel System.</li> </ul>

### **Incidents Involving Staff**

An allegation of racist behaviour on the part of any member of the teaching or non-teaching staff is a serious disciplinary matter and will be the responsibility of the Governing Body. In addition there are specific procedures for dealing with racial harassment as part of staff grievance procedures.

Where the victim of alleged racist behaviour is a pupil, the Headteacher should, after careful investigation, seek to resolve the matter informally. If the matter cannot be resolved satisfactorily at this stage then the parents/guardian should submit the complaint in writing to the Headteacher who will investigate the case further and take the appropriate action. This could involve the use of formal disciplinary procedures. A guidance leaflet is available from the LA setting out procedures to be followed in all such cases.

Where a member of staff is the victim of racist behaviour by pupils, it is important that full support is given to the member of staff concerned.

### **Incidents Outside School**

There may well be occasions when racial incidents outside school, or involving outside perpetrators, are brought to the attention of the Headteacher. These incidents should be reported to the appropriate authorities who may well wish to take action under Section 5A of the Public Order Act 1986. Opportunities should also be taken to condemn such incidents publicly.

### **Racial Tension**

It is important that we are sensitive to all signs of possible victimisation of individual pupils or groups of pupils and that this should also be reported, even where there is no identifiable incident. Similarly, all behaviour which can be seen as possibly reflecting racial tension within the school as a whole should be reported, for example small groups of pupils form isolated groups within the playground or the classroom.

### **Supporting the Victims**

It is important that we create a climate in which victims of racial incidents feel able to report them. All staff and pupils will be encouraged to report incidents that they witness and all such reports should be followed up. We will consider the particular vulnerability of pupils with special educational needs who may also be prey to racism within the school but find communication on their position and feelings difficult.

Staff dealing with such incidents will be sensitive to the issue of retaliation on the part of the victim, which may be a reaction to a long series of relatively minor incidents that have not been reported or dealt with appropriately.

We will consider involving parents when offering support to victims and it may be appropriate, in some cases, to involve the Education Welfare Service and other agencies. We need to recognise that the victims of racial incidents may require pastoral support over a long period in order to regain personal confidence. In addition we need to demonstrate our willingness and ability to address the issue of racial harassment. Where the victim of a racial incident is a member of staff, support is available through the Staff Welfare Section in addition to support from colleagues.

### **Monitoring and Reporting**

It is essential that records are kept of racial incidents to enable the school and the LA or other advisory source to identify any patterns of behaviour whereby individuals or groups can be shown to be regular victims or perpetrators of racial harassment.

The school is required to supply the LA with employment data related to racial groups employed by the school. The school uses the Sentinel on-line reporting for reporting racists and bullying incidents.

### **School Records**

All incidents that are perceived to be racially motivated should be recorded on an incident sheet. A recommended Record Form is enclosed with this document. Please make additional copies as required.

The examination of these records on a regular basis will also provide the school with a picture of the frequency and nature of racial incidents and give some indication as to how effectively the school is combating such behaviour. This internal record keeping system will be monitored as part of the Authority's statutory functions.

### **Reporting Racial Incidents**

A report is to be made to the Governing Body on a termly basis; this demonstrates to the community the school's commitment to the maintenance of a non-racist learning environment.

Reveiwed : January 2013

Next Review : January 2015

Signed :

Date :