

HAZELDENE SCHOOL



**RACE EQUALITY POLICY
REVIEWED SEPTEMBER 2017**

SIGNED DATE.....
HEADTEACHER

SIGNED DATE

CHAIR OF GOVERNORS

TO BE REVIEWED SEPTEMBER 2018

HAZELDENE SCHOOL

RACE EQUALITY POLICY

Purpose

The purpose of this policy is to help those working in and with Hazeldene School to:

- Promote racial equality;
- Promote good race relations;
- Eliminate unlawful racial discrimination.

Context

The Race Relations (Amendment) Act 2000 places a positive legal duty on schools to promote equality. This means that policies and practices which are not in themselves racist, but which have a discriminatory effect on particular ethnic groups, are open to challenge in the courts.

Preparation of this Policy

The governing body has adopted this policy after consulting the following groups:

- Parents
- Staff
- Pupils

Links to Other School Documentation

This policy should be read in conjunction with:

- the statements in the school brochure
- the equal opportunities policy

Principles

This school applies the following principles:

- Commitment to equality of opportunity for all

- Commitment to the eradication of racism, xenophobia and discrimination on grounds of religion
- Recognition that every learner should be equipped with the knowledge, skills and achievements which they need for full participation on society
- Recognition that every learner should be encouraged to develop skills of non-violent conflict resolution
- Expectation that everyone will contribute to reducing and removing violence and harassment from schools
- Commitment to fostering attitudes of open-mindedness, empathy, understanding between different ethnic heritages and the concept of global citizenship
- Commitment to fostering respect for the identities of pupils, students and staff, and their experiences, histories and concerns
- Recognition that all learners are entitled to a multi-cultural and anti-racist education, irrespective of the presence or absence of learners who are from ethnic minorities
- Commitment to creating a school and wider community to which all its members can feel they belong
- Recognition that pupils, parents/carers, employees and the wider community, can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages
- Recognition that there must be active monitoring and evaluation of policies and practice
- Recognition of the need for the public accountability in reporting on racist incidents, following up action and outcomes.

The school will promote race equality and good race relations across all areas of school activity in relation to:

- Progress, achievement and assessment - including identifying the underachievement of any ethnic groups.
- Behaviour, discipline and exclusions
- Pupils' personal development and pastoral care
- Pupils' relationships
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities
- Appointment and training of governors

Leadership, Management and Governance

The school is committed to:

- Being proactive in promoting racial equality and good race relations and tackling racial discrimination
- Encouraging, supporting and enabling all pupils and staff to reach their potential
- Working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination
- Ensuring that the policy is followed.

The responsibilities of the governing body are:

- To ensure that the school complies with race relations legislation
- To ensure that the policy and its related procedures and strategies are implemented.

The responsibility of the headteacher is to:

- Implement the policy and its stated procedures and strategies
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support
- Take appropriate action in any cases of racial discrimination.

It is the responsibility of all staff to:

- Deal with racist incidents, and know how to identify and challenge racial bias and stereotyping
- Promote racial equality and good race relations and not discriminate on racial grounds
- Keep up to date with race relations legislation by attending training and information opportunities.

The following have been identified as having specific responsibilities:

Mrs Ward is the teacher with responsibility for recording and dealing with racial incidents in discussion with the Learning Mentor.

Any racist incidents are logged and reported to the Governing Body in the Head Teacher termly report.

Mrs Godden is the link governor with responsibility for this area.

Visitors and contractors are required to be aware of, and comply with the schools race equality policy.

Complaints against the Headteacher:

Where the Headteacher is responsible for a racist incident, this should be investigated by a member of the Governing Body eg. the Chair of the Personnel committee, with appropriate personnel advice. Other than this, the headteacher will be subject to the same rights and expectations as other members of staff at the school.

Parents

Parents of pupils who are the subject of racist incidents will be informed of those incidents and of the action taken to deal with the incidents. Parents of pupils who are responsible for racist incidents will be invited to play an active role in dealing with the situation.

Governors

Where a Governor is responsible for a racist incident, it will be for the Governing Body to decide what action should be taken. Where a Governor is subject to a racist incident, the Governing Body will decide how the Governor should be supported, the nature of the investigation and the action following that investigation.

Action taken by the Governing Body should be consistent with the values, principles, policies and practice set out in these guidelines and in the school's procedures for dealing with racist incidents.

Visitors (including parents)

Where a visitor (who might also be a parent of a child at the school) is responsible for a racist incident, this will be reported to the Headteacher who will take some or all of the following actions:

- o Inform the visitor that the school does not tolerate racist behaviour;
- o Invite the visitor to leave the premises;
- o If the visitor is employed by an organisation, inform the visitor that the organisation will be informed of the racist incident;

- o Inform the organisation accordingly;
- o Contact the Police (provided that the incident involves threats, intimidation or violence).

The school may wish to refer the incident to the 'Tell Us' campaign. Tell Us proformas are available from the Bedford Race Equality Council. The advantage of using the Tell Us pro forma is that the agency which monitors the data, ie., the Bedford Race Equality Council, will be able to identify patterns of racist behaviour, for example among the staff of organisations which are used by schools and other clients. Firm action can then be taken in relation to that organisation.

Monitoring and Reporting

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

School Records

All incidents, which are perceived to be racially motivated by any party, should be recorded on SIMs. We keep a central record, and place copies in appropriate individual files.

The examination of these records on a regular basis will provide the school with a picture of the frequency and nature of racist incidents and give some indication as to how effectively the school is combating such behaviour.

Reporting racist incidents

The school will provide termly data to the Governing Body on the numbers of racist incidents, disaggregated in line with the data provided on the Racist Incident Records. The Governing Body will use this, and other supporting information, to review the school's policy and practice on dealing with racist incidents. This will not be published.

Parents will be informed of the school's policy will be highlighted in the school brochure and reinforced through the behaviour policy and anti bullying policy.

Hazeldene School – Staff Guidelines

We should attempt to ensure that no person is victimised as a result of creed or colour. We need to be aware that racism is not always overt and that even unconsciously we may be participating in such activities.

We should ensure that children and their parents are not disadvantaged because of language differences. We need to know, for example, which parents require translations of letters and provide these where possible.

We must ensure that all our children are confident and competent in English, and that in acquiring this language we have not devalued their mother tongue. Where possible we should foster development in both languages.

We should ensure that the atmosphere in our classroom encourages children of all ethnic groups to work together and to share experiences.

Our resources and materials should reflect fairly upon the multicultural nature of the school and upon the need to integrate children into the society in which they live.

We must be aware of the practical needs of our pupils' religions and customs;

We must communicate our aims and objectives through the work we do;

We must combat racism.

We must promote racial harmony and integration.

Tolerance is the very least we will accept. Attitudes are fundamental, and our own of paramount importance.

Racism is born of ignorance. We must ensure that it is not our own ignorance and educate ourselves about all our children, whilst we educate them for our multi-cultural society.

The Macpherson report has made us all aware that institutions need to re-examine their practices, policies and performance indicators. This coupled with the Ofsted report into ethnic minority achievement has direct ramifications for schools.

We need to ensure that all racist incidents are logged. The names of those involved recorded and the action taken - specifically stated as well as any outcomes.

Key stage Leaders/Head Teacher will be responsible for logging alleged racist incidents. If the incidents are deemed to be racist incidents they will also be logged on SIMs. These will then be summarised and reported to governors in the Head Teachers report termly.

Bullying incidents should also be recorded on our internal incidents sheets and discussed with the Head Teacher. If the incidents are deemed to be bullying incidents they will also be logged on SIMs.

Policy Planning and Review

The school will assess and monitor the impact of this policy on pupils, staff and parents from different racial groups. This will be undertaken as follows:

Ethnic Monitoring

- Using monitoring data to monitor the attainment and progress of pupils by ethnic group, and to set targets for improvement
- Ensuring that monitoring data by ethnic group, for example, on attainment and progress exclusion, sanctions and rewards, is used to inform planning and decision making
- Using monitoring data to identify progress in reflecting the ethnic composition of the community in the staff and Governing Body.

Reviewing and Assessing Policies

- Regularly reviewing, monitoring and assessing all policies and strategies for their effectiveness and impact in eliminating racial discrimination, promoting racial equality and good race relations
- Building racial equality questions into school self-review and evaluation frameworks
- Using the results of reviews and assessments to inform planning and decision making
- Making available the results of monitoring and assessment to governors and parents
- Providing to governors and parents, data on assessment of policies and strategies, with appropriate evaluation
- Providing such information in a way that ensures that individuals cannot be identified.

Training and Development

The school will:

- Use a range of methods to train and develop staff and governors
- Monitor and evaluate the effectiveness of training.

Promoting Policy

This policy will be promoted by:

- Making it available to all staff, parents, pupils and other interested parties
- Making the policy available in special formats on requests

Ratified by the governing body on:

The governing body will review the policy in September 2018