



Racial Equality Policy

Review Date March 2019

Every Child, Every Chance, Every Day, Working Together



Racial Equality Policy

Review Date - March 2019

This is a statutory policy (please find quotes from the DFCSF document in italic)

Aim

We aim to promote racial harmony and understanding and to create a positive climate that will enable everyone in Crabtree Farm 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 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, PHSE 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 might 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. Teaching assistants are used to facilitate children's access to the curriculum.



Defining racism

Statutory guidance from department for children, schools and families says racism is:

is a form of discrimination based on race, especially the belief that one race is superior to another.

The implications/ definition of the term 'racist incident':

"any incident which is perceived to be racist by the victim or any other person."

When looking at a potential racist incident we must be mindful that we are actually focusing on 'racist incidents' rather than to 'racist bullying'. This is because, "racist incidents" is the term used by the Macpherson Report on the murder of Stephen Lawrence and the Home Office Guidance on Recording and Reporting Racist Incidents (2000) and because this conveys the importance of dealing with **one off events**, before a pattern emerges.

Above all else, we must:

clearly show solidarity with and support for pupils who are attacked, and take care not to provide any kind of comfort or encouragement to the offenders

"The statutory duty requires educational establishments to take proactive steps to tackle racial discrimination, and promote equality of opportunity and good race relations."

We need to consider the range of what might be deemed a racist incident including:

- *conflicts between different Black and minority ethnic groups;*
- *discrimination and prejudice against migrant workers from Eastern Europe, refugees and asylum seekers, Gypsy, Roma and Travellers of Irish Heritage;*
- *Islamophobia, especially after the terrorist attacks in London in July 2005.*

Considering: Is it racism?

“unwitting or unintentional racism” is to be identified and reported. This definition may potentially include apparently trivial or innocuous actions - such as jokes, or other everyday behaviour. These can have a cumulative effect on children, and can also contribute to a general atmosphere of intimidation or harassment in the school.

Racist 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
- Cyber bullying
- Encouraging or provoking others to commit any of the above

It is better to record instances of unintentional racism than not to record them, as in this way a school or local authority can build up a picture of any emerging patterns.

Tackling racism

Looking for trends:

there has been an historical trend for girls to tend to bully by psychological means, for example, by excluding others socially, whereas boys tended to use more physical means, there is recent research evidence that girls are becoming more violent when they bully

others, and that boys are also turning to psychological means. Schools should be aware of this, and also that refusal to co-operate with others in school work or sharing may be motivated by racism or religious intolerance

Reporting and investigating, even if we are unsure as to whether it's racist or not:

The purpose of reporting incidents is to enable the school and the local authority to use the data to identify any emerging trends, e.g. a rise in name-calling, an increase in the number of anti-Semitic or Islamophobic incidents, or an increase in racist incidents in a particular locality or age-group.

Long term strategies for dealing with racism & bullying:

- Increase and foster awareness amongst staff and parents through Inset newsletters, assemblies etc
- Use agreed procedures consistently
- Use the curriculum regularly and consistently as a vehicle to address all areas of racism
- Portray positive images of all types of people through the use of display, resources and reading materials
- Cover the meaning and understanding of cyber bullying during ICT

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 achievement 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 headteacher will report any incidents of exclusions to the Local Authority, the Chair of Governors and, subsequently, to the full governing body as part of the headteacher's termly report

to governors. The headteacher and Governing Body are responsible for the monitoring of data relating to racial equality issues.

This policy will be reviewed annually. Date of next review: March 2019

Procedures for dealing with racist incidents

Important notes to consider:

- *All incidents should be considered serious and dealt with as soon as possible*
- *Children suffering from harassment need to know they can approach a member of staff about it*
- *The perpetrator should have the opportunity to explain their action and to take responsibility for it*
- ***If a perpetrator or victim's name appears for two separate incidents in the Racist Incident Records this needs to be considered when deciding on the sanction***
- *The perpetrator must be told what the consequences will be for repeated offences*

Once the above points have been considered, please follow the flow chart below:

Alleged racist incident



Initial Response

- Respond with clear statements of disapproval
- Show solidarity and support for pupils who have been attacked
- Take care not to provide any comfort nor encouragement to offenders



Record on Alleged Racist Incidents Report form



Decision as to whether racist incident has occurred



Yes



No



1. Inform Head Teacher and class teacher
2. Log the incident in the racist incident book and file incident sheet
3. Liaise with HT re: who is to take the next steps



Take appropriate action. Follow school guidelines in the behaviour policy

Next steps:

1. Speak to children concerned (perpetrator and victim)
2. GIVE SANCTION TO PERPETRATOR (SEE GUIDANCE BELOW) and correct racist misperceptions.
3. Inform the victim of any investigation and the outcome. Pupils who may have witnessed an incident need also to be aware of the outcome. Where appropriate bring parties together to resolve the situation
4. Speak to parent of the perpetrator in order to inform them of the incident and request their support in addressing the behaviour
5. Notify parents of the victim to inform them of the incident and actions taken
6. Both set of parents to be informed that, as part of school policy, the incident has been logged and will be passed to the governors and local authority



Alleged Racist Incident Form

Person who reported incident.....

Date and time of Report.....

Victim(s) name	Year Group	Ethnic Origin	Gender
----------------	------------	---------------	--------

(i).....	M/F
----------	-------	-------	-----

(ii).....	M/F
-----------	-------	-------	-----

Perpetrator name (s)	Year Group	Ethnic Origin	Gender
----------------------	------------	---------------	--------

(i).....	M/F
----------	-------	-------	-----

(ii).....	M/F
-----------	-------	-------	-----

Date, time and place of incident

Type of incident (tick any that apply)

Verbal abuse	Written abuse	Abuse graffiti	Physical attack
Damage	Other	Ostracism	Threats

Details of incident including background information

.....
.....
.....
.....

Witness(es) (i).....(ii).....

Action

taken.....

.....
.....

Have parents of victim been informed? Yes/ No

Have parents of perpetrator been informed? Yes/ No

Record completed by:..... Date.....

