

Burnhope Primary School Policy for Racial Equality

Introduction:

Burnhope Primary School has a long-standing commitment to equality of opportunity. The commitment is strengthened and enhanced by this specific Policy on Race Equality. Our approach has been informed by the guidance for progressing positively issues associated with multi-cultural education including managing and learning from incidents of racial abuse produced by the Commission for Racial Equality and the Local Education Authority.

The School Governing Body believe that where equality of opportunity exists, all staff and learners work in a more rewarding and less stressful environment, one free from prejudice and harassment and one more likely to enhance their performance and achievement.

The School Governing Body are also of the view that it is most unlikely that equality of opportunity will flourish in our school unless a concerted effort is made to achieve this.

Furthermore, it is important to have in place appropriate methods of monitoring equality of opportunity in order to determine whether the objective, of creating a school climate in which equality of opportunity flourishes, has been realised.

The purpose of the Policy is to:

- support the concept of school improvement by enabling a climate to be established to enable all pupils and staff to give of their best;
- enable the School Governing Body to respond to recent legislation and best practice guidance and in particular to the Race Relations (Amendment) Act, 2000, the Macpherson Report and the advice produced by the Commission for Racial Equality;
- ensure that the School Governing Body's Policy supports the Durham County Council Corporate Strategy on race equality; and

- provide a clear framework for action over the next few years.

Definitions:

What is a racist incident?

A racist incident is defined as any incident that is perceived to be racist by the victim or any other person or persons.

What is racial harassment?

Racial harassment is defined as any form of behaviour that has the effect of intimidating, humiliating, ridiculing and/or undermining the confidence of a person or group of people due to their colour, nationality or ethnic group.

Racial harassment may include:

- Oral abuse;
- Physical abuse;
- Derogatory comments and/or jokes;
- Written abuse, including graffiti and the display of offensive material; and
- Differential treatment.

Aims:

This policy and guidelines aims to reinforce the commitment of the School Governing Body to equal opportunities, to the teaching of multi-cultural education and to combating racism.

This policy applies to all colleagues who work at the school on a paid or voluntary basis, all pupils who attend it, together with any visitors or contractors who visit the site. This specifically applies to colleagues employed by the LEA to work at or for the school.

The School Governing Body believe that:

- unfair discrimination is unjust. It is potentially damaging to the individual and results in a loss of economic and social welfare;
- schools have a major role to play in the teaching of multi-cultural education. This has the potential to support and maximize the

benefits to be derived from a multi-cultural, multi-ethnic and multi-faith society and combat the problems associated with racism.

The School Governing Body has specific duties:

- To eliminate unlawful racial discrimination;
- To promote equality of opportunity;
- To promote good relations between people of different racial groups;
- To progress issues associated with race; and
- For the teaching of multi-cultural education.

Entitlement:

All children, employees and those that visit the school are entitled to be treated equably and with respect irrespective of their culture, ethnic or religious background.

Requirements and Expectations:

The School Governing Body expects its members to adhere to this policy at all times in their work within and for the school;

The Governing Body will ensure that Information on the number of racist incidents reported in school and the methods adopted for resolving them are shared with parents by including a statement to this effect in the Annual Report to Parents.

The School Governing Body expects the Headteacher to ensure that:

- differentiated programmes of multi-cultural education are made available to all pupils within the school with the aim of promoting respect for cultural diversity, eliminating unlawful racial discrimination, promoting equality of opportunity, and promoting good relations between people of different racial groups;
- the teaching of multi-cultural concepts and ideas are embedded within all teaching and learning programmes as appropriate;

- all who work within the school on a paid or voluntary basis are aware of this policy as part of their induction programme and that additional training and development is provided on a regular basis;
- a nominated officer is identified within the school who will be responsible for receiving information about alleged racist incidents in school, undertaking an investigation and producing a written report, in the first instance, for the Headteacher of their investigation;
- a system is in operation to record and investigate all racist incidents;
- a system is in place to inform parents and carers where their children are involved in a racist incident as a victim, witness or perpetrator of a racist incident;
- all associated with the school are made aware of the identity of the nominated officer and the procedures in place for progressing racist and potential racist issues;
- the number of racist incidents occurring in school is reported to the LEA and to provide such other information as the LEA require to enable it to comply with its statutory requirement and policies;
- exclusions by ethnicity are monitored and included as information in their report to the Governing Body on at least an annual basis;
- achievement by ethnicity is monitored and included as information in their report to the Governing Body on at least an annual basis;
- reference to this policy is made in the School Prospectus and the “Home to School Contract” with parents and carers; and
- the recruitment arrangements for the school are monitored.

The Governing Body expects all colleagues who work at the school on a paid or voluntary basis, together with any visitors or contractors who visit the site to:

- adhere to this policy at all times in their work within and for the school;

- positively examine and seek ways to promote the teaching of multicultural education;
- challenge any behaviour which may be perceived as racist; and

- report incidents of racism to the nominated member of staff within the school.

The Governing Body expects pupils to:

- show respect for others irrespective of their culture, ethnic or religious background;
- report incidents of racism to the nominated officer within the school; and
- be prepared to act as a witness for any racist incident that they experience.

The Governing Body expects parents and carers to:

- respect others irrespective of their culture, ethnic or religious background;
- report incidents of racism to the nominated officer within the school; and
- be prepared to act as a witness for any racist incident that they experience.

Monitoring and Evaluation:

The Headteacher will prepare a brief annual report for the Governing Body on progress made in relation to equality of opportunity. Within five years from the date that the Policy have been adopted by the Governing Body, consideration will be given to whether it requires revising in the light of experience, current best practice and changing priorities.

This Policy was reviewed in March 2016

Next review date: March 2017

Signed: