



Initial statement; legal duty

1. The General duty

The Race Relations (Amendment) Act 2000 prohibits discrimination on grounds of race, colour, nationality, ethnic and national origin in employment, education and provision of goods and services. It applies in England, Scotland and Wales. The act applies to Great Britain (England, Scotland and Wales). There is a separate Race Relations Order that applies to Northern Ireland (and a separate Equality Commission for Northern Ireland).

2. The Specific duties

The Race Relations Act applies to educational establishments in England, Wales and Scotland such as all schools and colleges maintained by local education authorities or education authorities (in Scotland), independent (fee paying) schools and colleges, further education colleges, special schools, early years providers, universities, local education authorities and governors of schools and colleges and school boards (in Scotland).

The Race Relations Act makes it unlawful to discriminate (including subjecting a person to harassment) in admission, treatment as a pupil or student, and exclusion, as well as decisions by local education authorities and education authorities (in Scotland), such as decisions on special educational needs.

This policy accords with the general duty and the specific duties under the Race Relations (Amendment) Act 2000 and the Statutory code (31 May 2002) which gives specific advice. This legislation was passed as a result of the Macpherson Report on the murder of Stephen Lawrence.

Cycle of review

Headteacher is responsible for the update and review of the duties and schedule. The governing body is responsible for the update and review of the policy annually.

The policy context:

• According to October 2010 data, in descending order, the highest numbers of pupils from minority ethnic heritages or different language backgrounds in Staffordshire are:

Mixed backgrounds (All mixes)

1. Pakistani
2. White Other (Mainly Eastern European)
3. Indian
4. Any Other Asian
5. Black
6. Chinese
7. Bangladeshi

Most minority ethnic pupils are distributed thinly across a large number of schools.

ALL SAINTS CE FIRST SCHOOL:

- *Pupils and Staff - White/British 100%*
- *No known racist activity in the immediate area.*

The Statement of Aims and Values

As a matter of Christian principle and in accordance with its foundation, the school will seek to promote equality of opportunity in all areas of policy and practice for children, parents and staff. The school considers itself to be a living and caring community in which each individual's needs should be recognised and in which each member's talents and aptitudes should be fostered irrespective of racial or ethnic origin, gender, religious beliefs, or, where practicable, disabilities.

Recording and Reporting Racist Incidents

To meet the General Duty and to comply with the EHRC code of practice, the school will recognise, record, respond and report to the LA every racist incident. A racist incident is legally defined as any incident deemed racist by anyone involved in or witness to it.

Action Plan

- Annual Review of the Racial/Equality Policy
- Chair of Governors and Headteacher responsible.
- Accurate record keeping of any incidents.
- Racist incidents reported the LEA via electronic online form (Intranet)
- Training to be provided if required or deemed to be needed

1. The Governors are responsible for:

- Ensuring the school complies with the Race Relations Amendment Act
- Making sure the equal opportunity/race equality policy and procedures are followed
- Providing an annual report to parents/ carers on the school's progress in promoting race equality and cultural diversity. This should include a report on the number and nature of recorded incidents
- Reporting regularly to the LA on the number and nature of recorded incidents
- Taking appropriate action in cases of racial harassment or racial discrimination

2. Headteachers are responsible for:

- Ensuring the equal opportunity/race equality policy is accessible and available and that governors, staff, pupils, parents and carers know about it
- Making sure the equal opportunity, race equality policy and procedures are followed
- Providing governors and staff with regular updates on the equal opportunities/race equality policy and its implementation and providing training on the policy, as necessary
- Clarifying staff responsibilities and providing training and support for them to be able to carry out their responsibilities
- Taking appropriate action in cases of racial harassment or racial discrimination

3. All staff are responsible for:

- Dealing appropriately with racist incidents
- Being able to identify and challenge racial and cultural stereotyping and bias
- Promoting equal opportunities and good race relations
- Avoiding and eliminating discrimination against anyone on the grounds of race, colour, language, religion, cultural background, nationality or ethnic backgrounds (including Travellers, refugees and asylum seekers)

- Keeping up to date with equal opportunities and discrimination legislation and guidance; undertaking training and other learning opportunities
- Supporting pupils in their class for whom English is an additional language
- Incorporating principles of equality and diversity into all aspects of their work

4. Parents/carers are responsible for knowing and following the school's equal opportunity/race equality policy. They are expected to support the school in implementing the policy.

Monitoring

Race Equality Policy Review/Health Check

1. Attainment outcomes for all children. Relative under attainment by ethnicity can signal institutional racism, as defined by Macpherson.
2. Outcomes of recording and reporting data on racist incidents
3. Publication of monitoring and outcomes arrangements. Accessibility of publication and involvement of parents.
4. Curriculum development.

Racist Incidents

Forms of racist incident can include

- Physical assault, including jostling, physical intimidation, punching/ kicking and other physical contact which may include use of a weapon.
- Verbal abuse, insults or racist jokes, including racist comments/statements/jokes
- Provocative behaviour, including inciting others to behave in a threatening/racist way, abuse of personal property, vicious threatening behaviour, racist propaganda, bringing racist literature into school, racist graffiti, wearing racist insignia.
- Alienation/ refusal to co-operate or work with a pupil of a different ethnic origin, including refusal to sit next to, talk, work with, and help others, parental objections.
- Cyber-bullying via emailing, mobile phone, video clips etc

Racist incidents can involve

- Pupil to pupil
- Pupil to school staff
- Incidents outside school premises involving pupils
- Staff member to pupil
- Staff member to parent
- Parent to staff member
- Parent to parent on school premises
- Pupil/parent to governor
- Incidents involving outside contractors on school premises.
- Public to pupils

Guidance to be followed when an incident has occurred

Adult in charge will

- Never ignore a suspected or alleged incident
- Not make assumptions
- Interview informant and make initial factual record of the incident

- Inform the class teacher including both victim and perpetrator
- Report to a member of the SMT to record incident in the racist incidents book/folder
- Inform parents/carers or ensure they are informed
- Consider whether the police need to be contacted and whether there is a need to use Child Protection procedures
- Provide support for the victim
- Investigate allegations, unless the police are starting a criminal investigation or child protection procedures are initiated
- Deal effectively with the perpetrator in line with the school's Behaviour Policy and provide support where necessary
- Complete racist incident Recording Form online
- Follow up shortly after action and review at a later date to check that there has been no further racist incident.

The victim should be

- assured s/he will receive support and action will be prompt
- encouraged to tell the perpetrator the behaviour is unwelcome

Other pupils should

- Show sympathy to the victim
- Seek help from an adult in charge
- Seek help from an alternative adult until appropriate help is given.
- Raise issues, incidents in their own forums e.g. School Council

Preventative Measures

Action Plan, as part of School Development School

1. Annual review of Race Equality Policy.
2. Annual review of school behaviour policy.
3. Following a reported racist incident **and/or** race-related events or activity in the media or community, consider any implications for school policies and practice.
4. All staff and pupils to adopt a shared responsibility towards ensuring that pupil' standards of behaviour are acceptable - being vigilant at all times whilst moving in or around school.
5. PSHE/Circle time activities to include delivery of skills and strategies to recognise, prevent and overcome racist behaviour.
6. Use of posters and educational resources where available to promote positive role models for all cultures.
7. All forms of racist material/literature/insignia/graffiti to be removed immediately from school.