

TENBURY C.E.PRIMARY ACADEMY



Race Equality Policy

**‘Therefore encourage one another and build each other up.
Thessalonians 5:11**

Introduction

This Race Equality policy enables our school to meet statutory duties under the Race Relations Amendment Act 2000.

The policy sets out our commitment to tackling racial discrimination and promoting equality of opportunity and good race relations, and explains what this means for the whole school community.

Rationale and Aims

Our main objective, pursued through our school Christian values and aims, is to prepare children to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance and co-operation. We are committed to a policy of inclusion. We continuously strive to ensure that everyone in our school community is treated with respect and dignity, and all are given fair and equal opportunities to develop to their full potential in a happy and safe environment.

We are committed to promoting good race relations between persons of different racial groups and avoiding racial discrimination, whether direct or indirect. The school will actively promote race equality, oppose racism in all its forms and foster positive attitudes, respect, equality and partnership as we work with pupils, parents and the wider community.

We **aim** to achieve this by:

- Treating all those within the whole school community (e.g. pupils, staff, governors, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences
- Promoting a harmonious environment in which diversity is identified, understood, welcomed & celebrated.

- Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone within our school community to gain a positive self image and high self esteem.
- Having high expectations of everyone involved with the whole school.
- Promoting mutual respect and valuing each others' similarities and differences and facing equality issues openly.
- Monitoring racist incidents and recording them on our online MyConcern safeguarding system.
 - Monitoring, evaluating and reviewing all of the above to ensure continuous improvement in all that we do.

This is our policy for dealing with all forms of racist behaviour, where racist language, attitudes and behaviour are positively challenged and staff and children feel confident and able to question the use of stereotypes and prejudices. In light of this, racism, in any form will not be tolerated.

Racist behaviour or harassment is defined by the school as:

any unpleasant or bad behaviour against others, because of their skin colour, religion, language, accent or cultural background.

Different types of harassment or behaviour might include:

Verbal

- Derogatory name calling
- Insults and racist jokes
- Persistent teasing
- Ridicule of an individual for cultural difference eg. food, music, dress

Physical assault

- Hitting, kicking or spitting
- Taking or damaging belongings
- Threats of violence

Indirect

- Excluding from activities and refusal to co-operate with others

- Humiliation
- Spreading nasty rumours
- Provocative behaviour eg. wearing racist badges, bringing into school and distributing racist leaflets, magazines etc
- Racist comments in a class discussion
- Incitement of others to behave in a racist way
- Racist graffiti
- Such behaviour can severely affect a child's ability to learn effectively and the effect of harassment can remain with a person throughout their life.

The Curriculum

It is through our curriculum (both formal and hidden) and classroom interaction that we address racism and promote equality of opportunity for all our children. Our classrooms are the main arenas where racist attitudes, misconceptions and stereotypes can be discussed and challenged.

At Tenbury we provide a curriculum that contributes to the development of our pupils' sense of identity through knowledge and understanding of cultural heritages within Britain's diverse society. We create effective learning environments in which stereotypical views are challenged & we broaden our pupils understanding through a large range of literature and diverse displays.

Our links with our partner school in Tanzania, including reciprocal teacher visits, contribute to our children's understanding and appreciation of cultural diversity. Multi-cultural events or celebrations held throughout the year, the promotion of MFL teaching and faith visits to places of worship other than Christian, all contribute to showing our pupils the richness of our multi-cultural society.

Our school ethos and Christian values encourage children to be sensitive to others and show respect for all people.

Dealing with Racist Incidents

Judging whether racism is intentional is difficult in all circumstances. Some children can be racist without knowing what racism means.

Often the most important indication of racist behaviour is whether the victim (or family particularly for young children) themselves believe that they have been subjected to racial harassment.

We want children to tell us if they have a problem with racist behaviour and what they say will be taken seriously and may culminate in disciplinary procedures.

All racist incidents are logged by the perpetrator's class teacher on our online MyConcern safeguarding system. If an incident is reported by a Lunchtime Supervisor or a Teaching Assistant, it is their responsibility to log the incident on 'Myconcern' and inform the perpetrator's class teacher. All perpetrators of

racist abuse are sent to the Headteacher/ Deputy Head. The victim's class teacher is informed about the incident if both pupils are not in the same class.

Sanctions

If a child acts in a racist manner or racially harasses someone, disciplinary action will be taken in line with the schools behaviour management policy. This could include:

- a) *explaining why their actions are wrong and warn them not to do it again*
- b) *loss of a privilege*
- c) *parents/carers being notified by a telephone call in the first instance;*
- d) *if it is very serious or the child has repeated the behaviour after being warned, a letter will be sent to their parents/carers and they will be invited in to discuss the racist behaviour with the Head Teacher or Deputy Head.*
- e) *in very serious cases the child will be excluded immediately, parents informed and the police may be contacted;*

The appropriate sanction will relate to the severity of the incident.

Reporting an incident

Serious Incident Strategy A eg.verbal abuse

- Pupil/s are referred to the Headteacher
- The class teacher must speak to any person who was a witness before completing the online notification on MyConcern.
- It is the responsibility of the perpetrator's class teacher to complete the online notification as soon as possible on the day of the incident
- The incident will be investigated by the Headteacher / Deputy Head and if substantiated, the appropriate sanction will be imposed, in-line with the school behaviour policy, overseen by the class teacher
- The Head/Deputy Headteacher will speak to the parents of the perpetrator/s, as soon as possible after the incident has been investigated.
- Depending on the severity of the incident, the Headteacher/Deputy Head may inform the victim's parents by phone or through an arranged meeting.

Very Serious Incident or Continuous Use of racist language, racist literature and/or physical abuse

Strategy B

- The incident will be logged by the perpetrator's class teacher
- The class teacher must speak to any person who was a witness
- The incident will be investigated by the Headteacher/ Deputy Head
- The perpetrator's parent's will be notified and involved
- The victim will be notified of the sanction/s imposed
- The victim's parents will be notified of the incident / sanction/s imposed
- Sanction/s may include exclusion (for a fixed period or internal exclusion) in-line with the school's behaviour policy.

Support for the Victim & Perpetrator

The victim may need to be supported through counselling and through the support of all members of staff. If this is the case, particular attention will be given by the Head / Deputy Head, Class Teacher & Teaching Assistant to boost the child's self-esteem and pride within the school community if these have been damaged by the racist incident.

Particular attention will also be given to the perpetrator, to identify the reasons for their behaviour, giving advice and support as required, to prevent a similar incident re- occurring. The school will ask the perpetrator to make a formal apology to the victim.

Further assemblies, class PSHE, circle time etc. may be planned to reiterate the school's race equality message and positive ethos, if felt to be required.

Raising Awareness

The Race Equality policy is explained to all new members of the school staff, including any supply teachers. Each class teacher is provided with a copy of the policy and training on completing the online MyConcern reporting system.

Work in curriculum time, through the school council, during 'Anti-bullying' week and on-going promotion of the school values, are all times when on-going awareness of the policy is raised amongst the pupils.

Monitoring

It is the responsibility of the Headteacher to ensure that this policy is carefully monitored. All members of staff are expected to deal with racist incidents immediately, if and when they occur; to know how to identify and challenge racial and cultural bias and stereotyping; and to incorporate principles of equality and diversity into all aspects of their work.

Staff who do not follow the policy will be subject to the process as set out in the agreed school Disciplinary Procedure.

Our policy will be reviewed bi – annually, to assess its implementation and effectiveness. Any incidences of racial harassment are reported to the Governing body annually through the Headteacher's Report.

Policy review date: January 2025

Next review date: January 2027