

POLICY FOR RACIAL EQUALITY

1. Legal Duties

The school welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination

2. Aims and Values

- We celebrate and value diversity in the school and treat every member of our school community as an individual.
- We support the aim that every member of the school community feels included and valued.
- We believe all students in the school are entitled to learning experiences that will enable them to achieve their potential and enrich their lives.
- We are committed to providing a high quality-learning environment, involving all and have high expectations of all staff and students.
- We aim to help every student develop a sense of personal and cultural identity that is positive and yet open to change, and that is receptive and respectful towards other identities.
- We support the development of self-respect and self-esteem in all students, staff and the wider community we serve.

In order to achieve these aims we are committed to tackling racial discrimination and promoting race equality and good race relations across all areas of school activity including:

- Progress, attainment, and assessment
- Behaviour, discipline and exclusions
- Student's personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

This policy for racial equality applies to all members of the school community –students, staff, governors, parents, carers and visitors and the statement shall be all pervasive throughout the school and will inform our approach to the development of all other policy statements.

3. Definitions

The school is aware of the following definitions:

‘A racist incident is an incident which is perceived to be racist by the victim or any other person. It may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion’

The Stephen Lawrence Inquiry, Report of an Inquiry by Sir William Macpherson of Cluny, February 1999, Recommendation 12.

Racial Harassment is: ‘Verbal or physical violence and/or behaviour towards individuals or groups on grounds of their colour, race, ethnic or national origin, religion or culture where the aggrieved believe the aggression was racially motivated, and/or there is evidence of racial motivation. Racial harassment includes attacks on property as well as people.’

Brighton and Hove Racial Harassment Forum (RHF)

4. Responsibilities

We will work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination. All members of the school community have the responsibility of implementing this policy.

All parents/carers, visitors and contractors will be made aware of the school’s race equality policy.

People with specific responsibilities

- The school will appoint a named governor and a senior member of staff responsible for co-ordinating racial equality
- The headteacher (delegated to J Browning for reporting to the L. A.) and chair of governors are responsible for dealing with reported incidents of racism or racial harassment

Governing body will

- Ensure that the school complies with Race Relations legislation
- Ensure that the policy and its related procedures and strategies are implemented and monitored

Headteacher will

- Implement the policy and its related 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

All Staff will

- Know how to identify and challenge racial bias and stereotyping
- Deal with racist incidents swiftly and appropriately
- 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

Parents/carers, visitors and contractors will be expected to

- Be aware of, and comply with, the school's race equality policy

5. Dealing with Breaches of the policy

Breaches of the policy will be dealt with using the appropriate student or staff disciplinary procedures.

6. Recording and Reporting Incidents

We will follow the LEA's guidelines and all incidents will be reported to either the named member of staff or headteacher and they will ensure that a Brighton & Hove 'Racist Incident Report' form is completed.

The named senior member of staff and named governor will monitor all incidents half termly and any patterns or indications of systematic behaviour will be reported to the headteacher and chair of governors.

We are committed to monitoring individual situations to outcome, to ensure that victims are protected and do not experience any recurrence of harassment.

7. Support for people experiencing racial incidents and harassment

We recognize that all individuals will need immediate support and must be reassured that the matter will be treated seriously. The support of external agencies will be used if appropriate.

Support for students

Staff should provide appropriate support for the individual, which may include;

- listening attentively
- indicating they are pleased that the young person has been able to tell them
- remaining calm and reassuring
- accepting their language and terminology
- remembering that to confide in a member of staff may need considerable courage
- acknowledging the feelings of the young person

- showing they understand the difficulty in discussing the matter
- establishing whether the incident is part of a pattern
- reassuring while explaining the need to take the matter further

If the student is clear that they do not want any further action to be taken, the incident should nevertheless be reported and recorded.

We will ensure that parents/carers are aware of the incident and kept informed of the progress of any investigation.

Support for others

We recognize that members of staff, parents/carers and governors can also experience racial harassment from members of the school community or visitors. We will support them in the same way as we would students.

8. Monitoring and Review

- We will ensure that whenever a new school policy is developed or an existing policy reviewed the impact or potential impact of that policy on achieving racial equality will be assessed and monitored.
- We will use the CRE' s Learning for All Quality Standard as our benchmark for assessing and monitoring the impact of our policies and the CRE Audit Tool will be used to measure impact of both policy and practice.
- We will incorporate race equality targets into the School Improvement Plan and monitor progress, this will include monitoring data gathered around progress, achievement and attainment
- Report on progress will be made termly by the headteacher to the governing body
- The governing body will review the policy annually and draw up an action plan in relation to implementing and monitoring the impact of any changes to the policy during the coming year.

Review date: July 2006

Updated review: October 2008

CONTACT IN SCHOOL

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