

BASTON C.E. PRIMARY SCHOOL

Racial Incidents Policy

Rationale

At Baston School we believe and assert that all persons have the inalienable right to be treated with equal dignity, respect, consideration and without prejudice and to be given equal access to all our services without regard to race, colour, nationality, culture, languages spoken, religious beliefs, creed, or ethnicity. We judge each person by his and her ideas, values, actions and character and not by racial origins, religion, community or culture. Each of us is equal and different.

We celebrate, encourage and enjoy the benefits that come from other people's ethnic, cultural, language, religious and other diversities.

The school is committed to working towards race equality, promoting positive approaches to difference, and opposing all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group is not tolerated and will always be challenged. We value and encourage involvement of people from all sections of the local community. We recognise that British society is made up of people from many different racial, cultural, linguistic and religious backgrounds, and that all pupils must be fully prepared to live in such a diverse society.

We adopt the *Macpherson Report's* definition of a "racial incident" as being "any incident which is perceived to be racist by the victim or any other person".

A racist incident can take the form of:

Physical abuse

Verbal abuse

Name calling

Derogatory comments

Graffiti and other forms of written abuse

Shunning of particular pupils

Differential treatment

Bullying

A racist incident is where any form of behaviour causes humiliation, intimidation, and ridicule or undermines a person on the basis of colour, ethnicity, religious beliefs, culture or nationality.

School Context

The school is in a rural location and a very large percentage of children and staff are currently exclusively from a white U.K. heritage background. Most of the parents leave the village each morning for work – there is little employment within the village. The school serves children from the villages of Baston, Greatford, Wilsthorpe and Braceborough, with a small number travelling from Bourne and Market Deeping.

Aims

The purpose of this policy is to:

- Eliminate unlawful discrimination and promote equality of opportunity and good relations between different racial groups, including travellers, refugees and asylum seekers, across all areas of school life

To that end, the school aims to:

- Promote a positive, supportive ethos in which all pupils and staff feel that they are valued, that their needs are met, and that they are able to achieve their full potential
- Respect and value differences between people, promote good relations between different groups within the school and wider community, and prepare all pupils for life in a diverse society
- Ensure that racial equality is an integral part of planning and decision making across all areas of the school
- Work in partnership with parents and the wider community to tackle and eliminate racial discrimination, making the school a place where everyone feels safe, welcome and valued

Responsibilities

The Governing Body needs:

- to appoint a Race Equality Governor
- to ensure that the policy and its related procedures and strategies are implemented
- to ensure that the school complies with Race Relations legislation

The Head Teacher needs:

- to implement the policy and its related procedures and strategies.
- to ensure that all staff are aware of their responsibilities.
- to take appropriate action in any cases of racial discrimination.

All Staff need:

- to deal with racist incidents and know how to identify and challenge racial bias and stereotyping
- to promote racial equality and good race relations and not discriminate on racial grounds
- to keep up to date with race relations legislation by attending training and information opportunities

Specific Responsibilities

- The school must have a Governor responsible for co-ordinating racial equality work
- The Head teacher and / or the responsible governor is responsible for dealing with reported incidents of racism or racial harassment

Visitors and Contracts

- ***The school will make visitors and contractors aware of and ensure they comply with the school's Race Equality Policy***

Implementing the Policy

- The policy will be monitored by the Head and the Governor responsible for race equality
- The policy will be reviewed in line with the School Development Plan
- Appropriate training will be obtained for staff and Governors
- Training effectiveness will be monitored and evaluated by the Head and Governor responsible for race equality in consultation with those who have received training
- Copies of the policy will be given to all staff and governors.

Recording and dealing with incidents

- Racial incidents will be recorded in the school's Racial Incident Book which is stored in the school office.
- Racial Incidents will be recorded using form RI 1 by the person to whom they are reported in consultation with the victim.
- Racial incidents will be dealt with in line with current legislation.
- All recorded racial incidents will be reported to the parents of children involved, to governors and to the LEA.

This Racial Incidents Policy is:

- Available in the Policies file
- Issued to all governors
- Available on request to all parents, visitors or members of the wider community

The policy will be summarised / referred to:

- In the school prospectus
- In school details sent out to all job applicants

Monitoring and Review

The Policy will be monitored and reviewed bi-annually in line with the School Development Plan.

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Miss F. Dicker
Headteacher

Reviewed and Agreed: May 2008
To be reviewed: May 2010

Appendix 1

Set out below are the key criteria that we undertake to use as a school to evaluate our provision. Where appropriate, our approach will be guided by the more detailed standards incorporated in the CRE document '**Learning for All**' - available from the school office.

Curriculum and Teaching

- Racial equality and ethnic and cultural diversity are promoted, and racism and discrimination challenged, through learning in all areas of the curriculum and through the resources and teaching methods used
- Every effort is made to ensure that all pupils have equal access to the mainstream curriculum, by taking account of their individual cultural backgrounds and linguistic needs, and by differentiating work appropriately
- Wherever possible, steps are taken to provide experience of diversity through personal encounter with other cultures

Admission, Attendance and Discipline

- The admission process (and selection criteria) is/are fair and equitable to pupils from all ethnic groups
- The school monitors pupil attendance by ethnic group and uses the data to develop strategies to address poor attendance – making appropriate allowance for leave of absence for religious observance
- The school's procedures for discipline and behaviour management, including exclusion, are fair and applied equally to all pupils, irrespective of ethnicity

Personal Development, Attainment and Progress

- The school recognises and values many forms of personal and academic achievement, and all pupils are encouraged and enabled to reach the highest personal standards
- Planned and targeted support are given to address any disparities in progress or achievement that are identified through our ethnic monitoring procedures
- Provision for pastoral care and guidance takes account of ethnic and cultural diversity, seeking to promote equality and challenge stereotyping

Attitudes and Environment

- Every care is taken to ensure that all aspects of the communal life, environment and ethos of the school promote equality, celebrate diversity and negate all forms of prejudice and discrimination
- All incidents of racism or racial harassment are dealt with according to Wiltshire LEA's published guidance on dealing with racist incidents

Parents, Governors and Community Partnership

- All the school's forms of communication with and involvement of parents and carers are designed to be inclusive and accessible to all
- Community members of all ethnic groups are encouraged to participate in the life of the school, whether as governors or in other capacities, and positive steps are taken to include under-represented groups
- Community access to school premises and facilities is equally available to all ethnic groups

Staff Recruitment and Professional Development

- All procedures for recruitment, selection, promotion and professional development of staff are planned and monitored to ensure equality and avoid conscious or unconscious racial discrimination
- Staff are supported through training and management to develop their effectiveness in dealing with race equality issues

Reviewed and Agreed: May 2008
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