



# Race Equality

Spring 2022

## Aims and Values

Every individual has the right to achieve his/her potential regardless of racial background. The school will encourage the acceptance of an individual's racial and cultural identity.

The school aims to tackle racial discrimination and promote racial equality and good race relations across all areas of school activity including:-

- progress, attainment and assessment
- behaviour, discipline and exclusions
- pupil's personal development and pastoral care
- teaching and learning
- admissions and attendance
- curriculum
- staff recruitment and professional development
- partnerships with parents and communities

## Leadership, Management and Governance

The Governors, Head teacher, staff, pupils and visitors to the school will:-

- be proactive in promoting racial equality and good race relations and tackling racial discrimination
- inform all stakeholders of the Race Relation's Policy
- address all issues regarding racial discrimination
- support staff and children in their efforts to maintain good race relations
- incorporate race relations into the school's Development Plan
- evaluate, through consultation, the effectiveness of the school's Policy and its procedures

## Racial Discrimination

A racist incident is any incident, which is perceived to be racist by the victim or any other person. The school has a responsibility to ensure that discrimination does not take place. We acknowledge the aims of the LEA and attempt to follow general principles:-

- to develop a sense of responsibility for one's own actions
- to understand the interdependence of individual, groups and nations
- to understand the nature and source of the evils of racism and the means to challenge and eradicate such prejudice
- to understand that justice and humanity needs to be developed between individuals and cultures
- to foster attitudes of self-esteem, mutual respect and understanding between groups and individuals
- to reflect the multicultural society, which all children will grow up to live and work in

- to ensure that children are not subjected to stereotyping of any sort, but that they are made aware of the detrimental effects of stereotyping
- to make available written literature by Asian, African and Afro-Caribbean writers as well as those from other countries and ensure that they appear in the normal range offered by the library
- to accentuate art and music from other cultures
- to give opportunities to make and/or experience foods from different cultures/countries
- to present a range of opportunities, supported by materials, which inform our children about different ethnic groups
- to provide opportunities in R.E. for children to hear about and learn from a range of world religions and understand the role religion plays in the development and structure of different societies including our own
- to ensure that positive role models are celebrated from a range of backgrounds, cultures and races

### **Racism and Racist Incidents**

The term 'racist behaviour' is used here to describe all these unwanted actions by a person or group of people directed at people of different ethnic origin and which cause humiliation, offence or distress or interfere with their performance or create an unpleasant working environment and which are motivated by racial considerations.

As such they may involve:-

- physical assault or the threat of physical assault where colour or ethnicity appears to be the motivating forces
- name calling, insults and jibes or jokes
- graffiti
- provocative behaviour such as the wearing or displaying of racist badges or insignia on person or on clothing
- bringing racist materials, such as leaflets, comics or magazines, onto the premises
- verbal abuse or threats
- incitement of others to behave in a racist way
- racist comments at work or in the course of discussion in lessons
- attempts to recruit pupils, students or staff to racist organisations and groups
- ridicule other cultural preference – e.g. food, dress, faith
- discriminatory working practices, such as refusing to work or co-operate with others because of their ethnic origins or ignoring or paying undue attention to others because of their ethnic origin

All staff must react to any incident of racist name calling by talking to the children concerned, speaking to parents, logging the incident on a Reporting Racist Incidents Form and bringing the incident to the attention of other staff.

### **Dealing with Racist Incidents**

The general procedures for staff dealing with a report of racism are the same as those for ensuring Child Protection. Staff will need to consider the following:-

- should their initial response and actions be independent of other colleagues
- should the incident be dealt with by the Headteacher

- should the incident be reported to Social Services or to the Police

A record must be made of any interview and kept. Staff should not ask leading questions, or try to encourage the child to disclose more details, or promise to keep a secret. If possible a second adult should be in the room. Where this is not possible, the child should be asked to repeat any allegation in front of another member of staff.

The record made should be specific and confidential. The child's name, address, date of birth and the date and time of the interview should be noted. Where possible, the exact words spoken by the child should be written together with any observations and a description of child's behaviour. The name of the adult should also be included.

The process should be done without comment or interpretation and the record given to the Headteacher. This record will be kept in a confidential file at the setting. It will be made available to Social Services, or other agencies, on request.

It is important that staff and pupils perceive the response of a member of staff to be genuinely even-handed, but there should be a firm rejection of offensive behaviour linked to a framework of discipline that seems to be fair.

In all normal circumstances, the parents of both the victim and the perpetrator should be informed, preferably in writing, and responses sought. It should be established if the incident is isolated, or part of a pattern of racist behaviour against the victim.

### **Monitoring and Reporting**

There are three monitoring procedures connected to his Policy:-

- racist incident report form to the Local Education Authority (used as required)
- racist incident report to Governors (included in Headteacher's Report to Governors each term)
- racist incident 'Nil Return' form to the Local Education Authority (submitted at the end of each term)

### **Complaints**

Where unlawful discrimination occurs through the acts or omissions of the Governing Body, The Commission of Racial Equality has the power to conduct an investigation. Complaints can be taken to Employment Tribunals or to the County Court.

**Racist Incident Report Form**

Date:

**Victim**

Name: M / F Ethnic Origin:

Address:

Pupil:  Year group:

Member of staff:  Governor:  Parent:  Other:  Victimless incident:

**Alleged perpetrator**

Name: M / F Ethnic Origin:

Address:

Pupil:  Year group:

Member of staff:  Governor:  Parent:  Other:

**Nature of incident**

Physical assault:  Racist verbal abuse:  Graffiti:  Damage to property:

Ridicule of culture:  Inciting others:  Telling racist jokes:  Other:

**Location of incident**

Hall:  Classroom:  Playground:  Corridor:  Toilets:

Other:  To/ from school:

**Brief description of incident**

**Notes and Information**

By completing this form, recording the details of a racist incident, you are helping to provide clear and more complete information so that the scale and pattern of such attacks can be established. This, in turn, will enable an effective and positive response to be made by agencies within the County to combat such incidents. Your personal details will be held in the Common Monitoring database but will not be released.

I agree to the above data being recorded in the Common Monitoring Database

Signature of Victim:

Date:

Signature of School Representative:

Date:

St. Wilfrid's CE Primary School

**Racist Incident Nil Return**

**Contact: Ian Bullock**

I confirm that no racist incidents have been recorded by the school during the period

Signed:

Date:

Please return to the ECAS, Home Brewery Building, Sir John Robinson Way, Arnold, Nottingham, NG5 6DA , tel 0115 854 6026 or fax. 0115 854 6080 or email to [sarah.lee@nottscc.gov.uk](mailto:sarah.lee@nottscc.gov.uk)