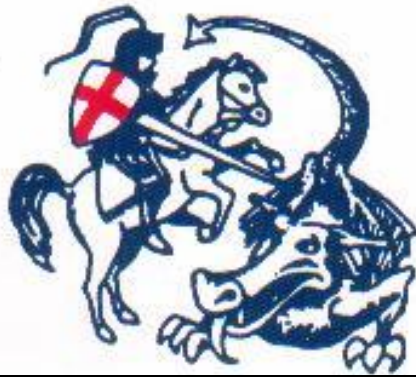


Race Equality Policy

Reviewed on: November 2021

To be reviewed: October 2023

St George's CEP School Wrotham Kent



Signed by: Mrs S Chapman Position held: Chair of Worship, Inclusion & Safeguarding

Date:

Signed by: Mrs E Rye

Position held: Headteacher

Date:

Race Equality Policy for Schools

St. George's (VC) CEP School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

We will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the school community
- Promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the school workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the school places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We recognise we live in a multi-cultural and multi faith* community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report:

Racism – Conduct or words that either advantages or disadvantages people on the basis of their colour, culture or ethnic origin.

Institutional racism – The collective failure of an organisation to provide an appropriate and professional service to people on the basis of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

SCHOOL POLICIES

All school policies will have an explicit aim of promoting race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

CURRICULUM

St. George's (VC) CEP School provides a broad and balanced curriculum for all pupils. The school accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils
- Responding to pupils' diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils

We recognise that citizenship presents opportunities for encouraging respect for diversity.

Our curriculum co-ordinators are responsible for ensuring their subject programmes/schemes of work raise awareness of multi-cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the purchase of resources, our curriculum co-ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

TEACHING AND LEARNING

St. George's (VC) CEP School strives to ensure that teaching and learning styles include and raise achievement of all pupils.

We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an additional language.

We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

COMMUNITY CONSULTATION AND PARTNERSHIP

St. George's (VC) CEP School is committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

We will be pro-active in encouraging representation on the school governing body to ensure it reflects the ethnic profile of our school population and the community.

We will welcome minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious festivals in our school.

We will be pro-active in recruiting community volunteers to ensure the school's volunteer profile reflects the ethnic profile of the school population and the community.

We will take positive action to ensure that communication is accessible to all.

We will ensure that all community groups using the school building are aware of our Race Equality Policy.

RACIAL INCIDENTS

St. George's (VC) CEP School will not tolerate any form of racial harassment or abuse.

We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

Racist Incident – A racist incident is any incident that is perceived to be racist by the victim or any other person.

The school has a racial incidents policy and procedure (attached as an appendix). The Head Teacher (or nominated member of staff) is responsible for implementing the procedure and ensuring that all members of the school community are aware of, and understand, the policy.

ETHNIC MONITORING

St. George's (VC) CEP School will ensure that ethnic monitoring of the pupil population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups.

The Headteacher will ensure that all staff involved in recruitment, staff development and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

The Headteacher will ensure that data on the ethnic profile of the school is used to monitor the impact of policies on pupils, staff and parents from different racial groups.

MONITORING AND REVIEW

Monitoring and review of all policies will inform the development of a Race Equality Action Plan for the school. St. George's (VC) CEP School is committed to monitoring by racial group:

- Admissions
- Attainment in all curriculum areas
- Key stage 4 option choices
- Attendance
- Racist Incidents and Action Taken

- Selection and recruitment of staff
- Staff development
- Exclusions
- Awards and rewards
- Disciplinary sanctions
- Participation in extra-curricular activities
- Attendance at parental consultations
- Governing body representation and retention

Headteacher will assign responsibilities to staff for each area.

Service Managers and curriculum co-ordinators will use the questions provided by the CRE in the Statutory Code as a focus for evaluating policies.

REVIEW OF THE RACE EQUALITY POLICY

The Race Equality Policy shall be reviewed annually. As part of the review process the school will draw up a race equality action plan for the following year, highlighting key issues for action and responsibilities. This will be incorporated within or appended to the School Improvement Plan.

RESPONSIBILITY

It is the responsibility of all members of the school community to:

- Promote race equality and supports the implementation of the Race Equality Policy including the Racial Incidents Reporting Procedure
- Behave in a manner which respects and values cultural and linguistic diversity
- Challenge and eliminate racial discrimination, racial harassment and racial abuse

Appendix

Racial Incident Reporting Procedure for Schools

St. George's (VC) CEP School's Racial Incident Reporting Procedure

This procedure is an integral part of the Race Equality Policy for St. George's (VC) CEP School.

1. Definition of a racial incident

St. George's (VC) CEP School has adopted the following definition of a Racial Incident:

“A racist incident is any incident which is perceived to be racist by the victim or any other person.” *(Recommendation 12 of the Stephen Lawrence Inquiry)*

A racist incident may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion.

Like the Police, the LEA and other public authorities, we have a commitment to investigate any incident believed to be racist. It should be noted that the definition includes all groups and is not confined to a person's race or skin colour. As such, it requires effective listening supported by impartial investigation procedures that allow both the victim and the alleged perpetrator to be given a fair hearing.

Incidents will be investigated and recorded when there has been a perception or allegation that there was an incident even if it is found that they were unsubstantiated. Examples of a racial incident are set out in Section A16.

2. Roles and Responsibilities

- The governing body is responsible for monitoring the policy.
- The Headteacher is responsible for implementing the policy and procedures.
- All members of the school community are responsible for following the procedures.
- The LEA will advise schools on the management of racial incidents and the findings from its monitoring.

3. Recording the Racial Incident Investigation

The Headteacher has overall responsibility (which may be delegated to an appointed senior member of staff) for managing racial incidents. S/he should ensure that the school has:

- Made it a requirement to investigate, record and report where there is a perception that a racial incident may have taken place.

- Communicated the school's commitment to tackling racial incidents to all members of the school community, including provision for this procedure to be made available in community languages where appropriate.
- Completed the Racial Incident Monitoring Form (see Section C) as soon as possible after an incident has taken place.

The Racial Incident Monitoring Form should be kept in a confidential central file for internal monitoring purposes. It should not be sent to the LEA. These forms will be kept for 25 years.

There will be a central record of all racial incidents.

4. Management of Racial Incidents

a) Considerations for All Incidents:

- Investigate the incident thoroughly.
- Record the incident on a Racial Incident Monitoring Form (see Section C) in any instance where the victim or perpetrator is a pupil.
- Keep the situation under regular review to ensure that any harassment, abuse or victimisation has stopped and that the victim feels safe.
- Consider any curriculum implications, including the need for a special assembly or changes to the school's behaviour code or other policies.
- Support for the Victim (if a pupil). *See 4b.*
- Support for the alleged Perpetrator (if a pupil). *See 4c.*
- Consider if there is a child protection issue in this case.
- Consider seeking advice from the Local Education Officer.

b) Support for the Victim (if a pupil)

- Take appropriate action to offer support to the victim.
- Meet with the pupil's parent(s)/guardian/carer to discuss the matter and explain the action taken. An interpreter/translator may be needed at the meetings.
- Reinforce the school's commitment to tackling racist incidents.

c) Support for the alleged Perpetrator (if a pupil)

- An appropriate member of staff should intervene and take immediate action, for example, separating the victim(s) from the perpetrator(s).
- Any racist behaviour should be challenged immediately. The perpetrator should be told that his/her behaviour is unacceptable and will not be tolerated.
- Appropriate action should be taken to support, educate and monitor the behaviour of the perpetrator to ensure that the racist behaviour will not be repeated.
- The incident should be reported to the Headteacher and he/she should decide whether any further action needs to be taken, including notifying the police and

informing the parent(s)/guardian/carer of the relevant pupil(s) of any investigation and the outcome.

- The Headteacher should consider the use of a full range of sanctions including the use of fixed term or permanent exclusion.
- Discuss the incident with the alleged perpetrator's parent(s)/guardian/carer (if appropriate) and reinforce the school's commitment to tackling racial incidents.

d) Dealing with Members of Staff as alleged Perpetrators or Victims

All members of staff are required to abide by the School's Equal Opportunities and Race Equality Policy. Substantiated racial discrimination by any member of staff towards pupils may be considered as misconduct and the perpetrator may be subject to disciplinary action. In the event of such an allegation being made against a member of staff, the Headteacher or his/her nominee should investigate the allegation in accordance with the relevant Disciplinary Procedures. All members of staff have the right to use the school's grievance procedure if they suffer discrimination and cannot get satisfactory management support.

The governing Body and Headteacher have a duty of care towards employees, and must ensure that they address any complaints from employees about discrimination by pupils, parents or colleagues, and provide appropriate support and referrals as necessary.

e) Dealing with Members of the Public as alleged Perpetrators

Racially motivated conduct by members of public requires an immediate response. The following procedure is to be followed in cases of racial incidents involving a member of the public:

- The incident to be reported to the Headteacher as soon as possible.
- The police to be informed of incidents involving violent, threatening or abusive behaviour.

5. Managing the impact of racial incidents in the school and the community

- Racist graffiti or slogans should be reported and removed immediately or within 24 hours.
- Racist literature, badges and insignia should be confiscated immediately, giving a clear explanation setting out the reasons why the property has been confiscated. The confiscated property should be handed to the police in criminal proceedings or returned to the pupil or his/her parents at an early opportunity, as appropriate. A teacher may not deliberately destroy a confiscated item unless such action is necessary in the immediate interests of safety.
- If the incident has caused damage or is seen as a threat of damage to a person or property, it may be appropriate to call a special meeting either with staff only or with pupils to discuss what has happened. Support and advice may also need to be

sought from the Local Education Officer, the Police, the local Racial Equality Council, a Victim Support group or another appropriate agency. See section A17.

6. Reporting to the Police

Violent, criminal or other serious racial incidents may be reported to Kent Police. This applies to all racial incidents brought to the attention of the school, regardless of the relationship of the parties to the school. Kent Police have the discretion to decide to pursue action based on incidents.

Violent, criminal or serious incidents should also be reported to the LEA through the Local Education Officer.

7. Reporting information to parents, governors and the LEA

The governing body will:

- receive a termly report on any racial incidents in the Headteacher's report to governors
- report annually in the Governors Annual Report to Parents on racial incidents during that preceding year. This report should include the number of incidents investigated and an overview of actions taken, including changes of practice and policy.
- The school will report annually to the LEA on racial incidents during the preceding year. The LEA will send a data collection form to the school for this purpose and ensure that schools, together with senior LEA officers, are informed of the outcomes of its monitoring, so that any trends or concerns can inform school planning and curriculum development.

8. Arrangements for the review of the procedure

This procedure will be reviewed on October 2023 by Headteacher

Appendix 1 – Racial Incident (Yellow) Monitoring Form – School Record

Appendix 1

RACIAL INCIDENT MONITORING FORM

Incident Reported by		Position in school	
Incident Reported to		Position in school	
Date:	Date of Incident:		Term

SECTION 1 – DETAILS OF THOSE INVOLVED IN THE INCIDENT

Record details of each perpetrator and victim (if more than one). Please attach an additional sheet if necessary.

VICTIM	PERPETRATOR
Name _____	Name _____
<input type="checkbox"/> Pupil in school? If yes, pupil number and key stage <input type="checkbox"/> Member of staff or governor? If yes, please give status <input type="checkbox"/> Pupil from another school? <input type="checkbox"/> Other (specify, e.g. parent or visitor) <input type="checkbox"/> Involved in previous incidents? If yes, how many and when?	<input type="checkbox"/> Pupil in school? If yes, pupil number and key stage <input type="checkbox"/> Member of staff or governor? If yes, please give status <input type="checkbox"/> Pupil from another school? <input type="checkbox"/> Other (specify, e.g. parent or visitor) <input type="checkbox"/> Involved in previous incidents? If yes, how many and when?
Year Group _____	Year Group _____
Ethnicity (for pupils only, from pupil records) _____	Ethnicity (for pupils only, from pupil records) _____
Gender M <input type="checkbox"/> F <input type="checkbox"/>	Gender M <input type="checkbox"/> F <input type="checkbox"/>

SECTION 2 – TYPE OF INCIDENT

Location: _____

What type of incident occurred?

<input type="checkbox"/> Name calling	<input type="checkbox"/> Threatened assault
<input type="checkbox"/> Verbal abuse	<input type="checkbox"/> Attacks on property
<input type="checkbox"/> Physical abuse	<input type="checkbox"/> Abuse by electronic means (i.e. Text or instant messaging)
<input type="checkbox"/> Refusal to co-operate due to cultural or religious	<input type="checkbox"/> Socially isolated
<input type="checkbox"/> Graffiti	<input type="checkbox"/> Other (please specify)

Please describe briefly what happened.

SECTION 3 – ACTION TO BE TAKEN TO DEAL WITH THE INCIDENT AND DETAILS OF SUPPORT OFFERED TO VICTIM AND PERPETRATOR

What action(s) was / were taken to deal with the incident?

- ☐ Warning to the perpetrator
- ☐ Discussion with the victim's parent(s) / guardian / carer
- ☐ Discussion with the perpetrator
- ☐ Discussion with the perpetrator's parent(s) / guardian / carer
- ☐ Restorative Justice
- ☐ Mediation
- ☐ Mentoring
- ☐ Counselling
- ☐ Curriculum change or addition
- ☐ Exclusion
- ☐ Referral to Police
- ☐ Referral to another body
- ☐ Other sanction (please specify)
- ☐ Other action (please specify)
- ☐ No action

If no action was taken, why was this (e.g. allegations were unsubstantiated)?

The school should retain this form.

The LEA will regularly collect information about racial incidents.
