



Race Equality Policy

E Morris
March 2017

Approved by Chair _____

Review Date _____

SHINE Academies

Race Equality Policy and Pathway to intervention.

This race equality policy enables our SHINE Academies to meet our statutory obligations under the Race Relations Amendment Act 2000. General and specific duties are required as follows:

The general duty requires SHINE Academies to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial groups.

The specific duty requires SHINE Academies to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on pupils, staff and parents, of different racial groups, including, in particular, the impact on attainment levels of these pupils;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

School Context

Through this policy SHINE Academies is working towards meeting the recommendations of The Stephen Lawrence Inquiry (2000). The standards adopted by SHINE Academies are in line with the document produced by the Commission for Racial Equality, "Learning for All", (2000).

SHINE Academies provides an education and working environment in which all participants are equally valued and fairly treated. SHINE Academies is committed to giving all our children every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. We promote and enhance awareness, understanding and acceptance between cultural groups. SHINE Academies acknowledges and celebrates the breadth of experience and intellectual resources that people from diverse backgrounds bring to the life of the school.

This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people. It reflects the general and specific duties on schools as detailed in the Race Relations Act 1976 and as amended by the Race Relations Amendment Act 2000. This policy must be read in conjunction with other related school policies such as Behaviour, Equal Opportunities and Special Educational Needs.

A clear pathway of support will be set out and provided to all children who have experienced a racist comment or act of negativity.

Rationale

SHINE Academies is committed to a policy of inclusion, to racial equality and justice and we are opposed to all forms of racist prejudice and unfair discrimination.

All staff are responsible for dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping.

SHINE Academies will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality.

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.
- Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone within SHINE Academies to gain a positive self-image and high self-esteem.
- Having high expectations of everyone involved within SHINE Academies.
- Promoting mutual respect and valuing each others' similarities and differences and facing equality issues openly.
- Monitoring racist incidents and recording them on an updated system that is managed by senior management and the Family Support team.
- Identifying and removing all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

Aims

- All children and learners to feel safe to learn, play or be with others free from racial harassment or prejudice.
- All children, learners, parents and carers to be treated fairly with respect and dignity.
- Home visits to be respected by valuing all cultural beliefs and ethnicities.

Principles

We define racist behaviour or harassment 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:

Physical: hitting, kicking, spitting, taking or damaging belongings and threats of violence.

Verbal or visual: name calling, insults, teasing, making fun or jokes about (including graffiti, leaflets, magazines, comics, school work books and badges).

Indirect: excluding (leaving out on purpose), humiliating, spreading nasty rumours, being laughed at.

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.

Curriculum, Teaching and Assessment

The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity.

We aim to provide all our pupils with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils and prepare them for life in a diverse society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and values that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all parents in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all pupil groupings;
- take account of the performance of all pupils when planning for future learning and setting targets;
- make best use of all available resources to support the learning of all groups of pupils.

Making an informed decision

SHINE Academies will respond to each racist incident by recording all information received and being accountable for all actions.

Both the alleged victim and perpetrator will be interviewed to establish the facts. There may be a request for additional witness statements to support investigations.

- Staff will record all actions within key events
- Parent/carers will be informed of the incident and reminded of this policy
- After investigation, action will be taken in line with the Behaviour Policy and Racial Equality Policy.

Any allegations made against staff involving racism will be passed onto the Senior Leadership Team for a full investigation

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 have a voice. They are encouraged to tell us if they have a problem with racist behaviour. Staff will listen and take all information received seriously.

The importance of giving a platform to pupil voice is emphasised by:

- The Every Child Matters agenda
- OfSTED's emphasis on assessing the school's effectiveness in providing a safe environment directly through the perspectives of pupils on bullying and harassment

- Successive DfE developments including Healthy Schools and the drive towards personalised learning
- Article 12 of the United Nations Convention for the Rights of the Child

Sanctions for acts of racism

All sanctions are linked to the Behaviour policy.

Parents will be notified and updated via telephone contact, prior to any actions taking place.

- Reflective practice which encourages the child to explain why their actions are wrong and explain the impact it has caused.
- If deemed necessary, a detention will take place in order for the child to reflect on the emotional impact to others.
- If the child has repeated the behaviour after being warned, parents/carers will be invited in to discuss the racist behaviour with the Head Teacher/Senior Leader and Family Liaison Manager to look at reasons to why behaviour has not changed. Racial incidents will be reported to governors.
- Ongoing racism can result in an internal exclusion, prior to external. Ongoing racism will also be reported to the Local Authority.

Reporting an Incident

Incidents in which children are involved:

If a child has experienced racial harassment on school premises or outside of school from another pupil, he or she should report this to any staff member within the school. All staff have a duty to report racism to the Head Teacher. All information should be recorded and kept within key events.

Incidents in which an adult is involved:

If a pupil is a recipient of racial harassment on school premises, from an adult or a member of staff, he or she should report this to any staff member within the School. If the complaint is against the parent for racial harassment on school premises the incident should be reported by the victim to the Head Teacher by an adult.

If any staff members are reported of racial allegations, SHINE Academies will follow up all investigations through lines of governance.

SHINE Academies will review this policy annually and assess its implementation and effectiveness.

Completed: 22nd March 2017

Reviewed: