



Policy Header

Policy Title	Racial Equality Policy
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Linked Policies	Safeguarding, Child Protection, Behaviour Policy
Written By	School
Date shared with Staff	September 2021
Date Ratified by Governors	29/09/2021
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"Growing together at the heart of God's community"



Trust Prayer:

*We thank you, God of Love, for the gift of children,
bless the work of our Trust, that in all we do
young people may grow in wisdom and stature,
and so come to know you,
to love you
and to serve you,
as Jesus did.*

*We make our prayer in his name who is God
with you and the Holy Spirit, now and for ever.*



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Policy & Guidance

School values central to life in our community

At Glazebury CE Primary our core values of **Love and Wisdom** are at the centre of all that we do and all that we are. We feel that the values of friendship, truthfulness, hope, peace, creation, trust, compassion, justice, humility and forgiveness are fundamental to the growth of all.

Love never fails, 1 Corinthians 8:13

For the Lord gives wisdom : from his mouth comes knowledge and understanding. Proverbs 2:6

Promoting Racial Equality Policy

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Rational

At Glazebury CE Primary School, we are committed to tackling racial discrimination and promoting equality of opportunity and good race relations.

This policy has been developed in response to legislation and policy requirements such as:

- Race Relations (Amendment) Act 2000 which places a duty on schools to;
- Eliminate unlawful discrimination.
- Promote equality of opportunity and good relations between persons of different racial groups.
- Prepare and maintain a written Race Equality Policy
- Assess and monitor the impact of policies on parents, pupils and staff including impact and attainment.
- The Stephen Lawrence Inquiry Report Recommendations (McPherson- Feb 1999) and the Home Office Guidance on the Enquiry Report (April 2000).
- The Crime and Disorder Act 1998 and the Human Rights Act 1998.
- The Commission for Racial Equality Standards "Learning for All".



To promote procedures relating to Safeguarding of children

The CRE framework has been used as guidance in drawing up this policy

Purpose

- To achieve and raise standards of education for those groups of pupils at risk of underachieving. These might include those of African and Pakistani Descent, Travellers, Asylum Seekers and Refugees
- To promote an inclusive curriculum, ethos and learning environment
- To celebrate cultural diversity
- To promote a climate of understanding, tolerance and harmony
- To combat discrimination, prejudice and harassment
- To promote equality of opportunity
- To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feel valued and welcomed.

Definition:

"A racial incident is any incident which is perceived to be racial by the victim or any other person".

This definition is for the purpose of initial recording, **just because an incident is alleged or perceived to be racist does not mean it is.** However, it does mean that the incident must be recorded and investigated.

Failure to investigate, even where an incident appears to be of a relatively minor nature, could be seen as condoning racism and may be considered that the school is not taking its legal duties under the Race Relations (amendment) Act

Broad Guidelines

Glazebury C.E. School will promote equality and challenge racism by;

1. Exploiting opportunities to celebrate the richness and diversities of different cultures through educational visits to places of worship or using music from different cultures.
2. Exploiting opportunities through assemblies and the teaching of PSHE to deal with issues of prejudice.
3. Celebrate pupils' achievements.
4. Analysing pupils' attainment in individual subjects by ethnicity, by gender and disability.
5. Reviewing texts and publications to ensure appropriateness and inclusiveness.
6. Ensuring staff challenge all inappropriate racist comments used both in and out of lesson time.



7. Examining the content of the curriculum to eliminate the use of negative images and promote the use of positive images wherever possible.
8. The Governing Body and the Headteacher are committed to fair recruitment and selection of staff. The procedures are consistent with the Statutory Race Relations Code of practice in employment and other equality legislation.
9. Promoting race equality and raising achievement of all pupils is the responsibility of the whole school.
10. The Governing Body has a duty to ensure that the school fulfils its legal obligations. The Governing Body has agreed this policy and a named Governor is responsible for monitoring implementation of the policy.
11. The impact and effectiveness of the policy will be reviewed annually.
12. The Headteacher is responsible for the implementation of the policy and the related procedures and strategies.
13. The Headteacher will demonstrate through personal leadership the importance of this policy. They will ensure that all staff are aware of it and understand their roles and responsibilities.
14. All staff shall deal with racist incidents. They should know how to identify and challenge racial bias and stereotyping.
15. Staff should promote racial equality and good race relations and not discriminate on racial grounds.
16. Staff will promote activities that teach children how to keep safe.
17. All staff should keep up to date with race relations' legislation by attending training and other opportunities to gather information.
18. Staff will be vigilant in the playground and in school for any type of racist incident from name calling to more subtle forms of victimisation caused by perceived differences.
19. A "Racial Incident Form" will be completed for any incident which occurs, whether for pupils or staff.
20. Due to the immaturity of pupils in primary schools, parents will be consulted regarding racist incidents and they will be involved in developing strategies to modify behaviour of those involved.
21. The consequences of any further breach of conduct will be stated clearly with the ultimate sanction of exclusion.
22. The total number of racist incidents will be published annually.
23. The self defined ethnic identity of any excluded pupils will be published annually.
24. In the case of an adult incident the school will follow LEA procedures.
25. The impact of this and other policies on pupils, staff, Governors and parents from different ethnic groups will be monitored. The monitoring system will also include issues of gender, special educational needs and disabilities.
26. Analysis of information intended to identify any trends', which might reveal inequalities between groups, will be acted upon.



27. The following records will be used in the monitoring process;
- Records of returns regarding racial incidents
 - Internally produced records of attainment
 - Comparative data produced by Warrington
 - Information from the school ROL
 - Attendance records
 - Records of exclusion.
28. Any racial incidents and all monitoring and review findings will be reported to the Governing Body annually and summarised in the Annual Report to parents.
29. If any Governor, member of staff, pupil or parent believes that this policy is not being implemented properly they should raise the matter with the Headteacher who will take appropriate action. This might include an investigation and a report on the issue. Formal complaints will be dealt with according to the school's complaints procedures.
30. Following Warrington's guidelines to report any racist incidents, using the definition found in the Steven Lawrence Inquiry Report;
31. "A racial incident is any incident which is perceived to be racial by the victim or any other person".

Identification of racist incidents and behaviours

This is not an exhaustive list but meant to be examples of possible racist behaviour.

- Derogatory name-calling, insults, jokes and language that may relate to race, or intended directed to those of a different culture
- Verbal abuse and threats
- Physical assault
- Refusal to co-operate with others based on differences of colour, race, ethnicity, nationality, religion or language.
- Stereotyping on base of colour, race, ethnicity, nationality, religion or language.
- Racist graffiti
- Written abuse including digital media
- Incitement of others to act in a racist manner
- Wearing of badges or insignia that promote racist, behaviour or affiliation
- Promotion of racist behaviours by bringing propaganda that support racist behaviours into school

Dealing with racist incidents – children



It is recommended that **all staff** will use their professional judgement in dealing with specific behaviour incidents in line with our behaviour policy. However, all staff should recognise the definition of racism as: "**A racial incident is any incident which is perceived to be racial by the victim or any other person**" and the following actions are to be taken.

Initial response method:

- Treat the incident seriously with all parties
- Respond in line with behaviour policy and record in behaviour book/and or racial incident form (appendix 1)
- Class teacher to inform parents in person or via class dojo.
- Identify strategy to modify behaviour of those involved (ie. Talk to individuals and /or class)
- Identify sanction in line with behaviour policy (amber/red)

Record

- Complete Racist incident form
- Hand to Head Teacher/DSL or Deputy DSL

Investigate

The Head Teacher/Senior leader will:

- Listen to all parties
- Ascertain content and context of incident. This may be a general dispute in which racist abuse has been used but is not the disputes origin.
- To record and explain to all parties why this is judged as a non-racist or racist incident
- **Recount the reason to all parties** the expectations and ethos that Glazebury CE Primary has in terms of inclusiveness – **same but different, Love never fails 1 Corinthians 13:8**
- Ensure completion of the Racist Incident Form- investigation (appendix 1)
- If not already done so class teacher to report to parents in person or via class dojo. This may also include a letter appropriate to the situation, about the incident and what action is being taken by the school.

Analysis and Monitoring of information:

This is intended to identify any trends', which might reveal inequalities between groups, will be acted upon. This will be discussed by the Head Teacher and senior leaders and reported to governors termly

Incidents involving staff

This is to be reported and recorded to the Head teacher immediately and an investigation to be conducted in line with the Code of Conduct and LDST Policy and practice.



Appendix 1

For internal use only

CONFIDENTIAL

Glazebury CE Primary Racist Incident Report Form

To be completed as soon as possible by a member of staff, or person observing, reporting the incident. This is to be handed into the Head Teacher DSL or Deputy DSL.

Table with 5 columns: Date, Time, Location, Name of person reporting incident, Role/Position

Type of incident - please tick all relevant boxes

Table with 3 columns: Incident number, Description, and a tick box. Categories include Verbal, Refusal, Contact, and Organised racist activity.



	Wearing of badges or insignia that promote racist, behaviour or affiliation	
	Promotion of racist behaviours by bringing propaganda that support racist behaviours into school	
5.	Digital	
	Any abuse as detailed above via text, social media , software, email	
6.	Other	
	Damage to property which is motivated by identifying difference	
	Racist graffiti	
	Written abuse or offensive drawings	
7.	Outside school	
	Incidents outside school including journeys to and fro to school, school trips and events.	
8.	Incidents involving staff or visitors to school	
	Account of Incident	
Alleged Victim		



Alleged perpetrator	
Witnesses	
Has a written account been provided?	Yes: _____ No: _____

Investigation and outcomes:

1.Type of incident

Verbal	Physical	Cyber	Written	Refusal	Organised activity	Other
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2. Location

Classroom	playground	corridor	School hall	Outside school	Cyber	Other
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3.Investigation details (any accounts taken, other information required)

4.Investigation outcome

Was the incident judged as racist?	YES		NO	
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5. Action taken



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6. Parties informed (Please circle)

Signed:

Date:

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