

HAZEL SLADE PRIMARY ACADEMY ANTI-RACISM POLICY

Race Equality Policy General Principles and Policy Requirements

Introduction

Hazel Slade Primary Academy intends that all its members should receive their education unhindered by discrimination. Hazel Slade Primary Academy provides education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens. We encourage children to: "Prepare all students for a life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds." (National Curriculum)

Hazel Slade Primary Academy strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Students should be provided with the opportunity to experience, understand and celebrate diversity.

Our School will abide by DfE Guidelines and St Bart's Academy Trust Guidelines to eliminate discrimination, and will undertake to ensure that all its members have an equal chance to make good use of the education it offers.

The definition of institutional racism "The collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people"

The definition of racial harassment "Where a person treats another person less favourably on racial grounds than he treats, or would treat, someone else. 'Racial grounds' means any of the following grounds: colour, race, nationality (including citizenship) or ethnic or national origin".

Race Equality Policy Examples of Racial Harassment:

- Verbal Conduct of a Racist Nature: Derogatory name calling, being subject to racist jokes and pranks, malicious comments, hostile attitudes
- Non-Verbal Conduct of a Racist Nature: Display of racial material, graffiti, damage to personal property, denial of opportunities or exclusion from social activities because of ethnic origin or on the grounds of race. A person who has experienced a racial incident can be said to be the victim of racial harassment. The definition of a racist incident "Any incident which is perceived to be racist by the victim or any other person"

Implementing and reviewing Race Equality - role of teachers, learning mentor, head teacher

- The Principal is the named person with responsibility for implementing, monitoring and evaluating this policy.
- Matters relating to racial equality should appear on all 'in school agendas' at least once during the academic year.
- All staff should monitor the placement of students in groups regardless of their ethnicity or cultural background.
- Teachers should be aware that the curriculum may perpetuate stereotyped attitudes.
- Teachers should be encouraged to examine the cultural assumptions and biases contained in their own attitudes as well as in the material content of the syllabuses and resources.
- All teachers at Hazel Slade Primary Academy know their expectations affect the achievements, behaviour and status of the pupils.

Hazel Slade Primary Academy staff should be aware, whatever the race or ethnic origin, of a student's own values, religious beliefs, skills and experiences. Hazel Slade Primary Academy pupils must be encouraged through the curriculum to explore and share the ideas and opinions of others.

Elements of the curriculum content should be selected and presented so that they engage each pupil's feelings as well as giving them skills and information. Hazel Slade Primary Academy should aim to highlight those areas of school life where these experiences are being achieved.

Dealing with racial abuse

Negotiations are the key to success when dealing with racial abuse or racist incidents. It is, therefore, essential that any attempt at defining procedure should not remove the possibilities of compromise and re-adjustment among the parties concerned. Understanding and education are vital to achieving changes in attitudes. Pupils should be encouraged to discuss any instances where racial harassment occurs or where the promotion of racial equality is hindered. This could be individually with their teacher or teaching assistant. The Principal is responsible for the race equality policy and will, with the help of staff will be involved in dealing with all incidents to ensure consistency of action.

Incidents of racial abuse or harassment between pupils and from pupils to staff

Staff should bring to the attention of the Principal any incident in which they are victims of racial harassment or abuse which falls within the scope of this policy. It is important that a pupil should feel able to report to staff any instance of racist or discriminatory behaviour. In cases of racial abuse the victim will be informed of the action taken to deal with the offence, parents, staff and governors will be informed of the action taken to deal with the offence.

In all cases the Racist Incident Report Forms will be filled in and sent to the Academy. A copy of the form will be sent to governors and will also be put on file and kept. In some cases the disciplinary procedures may result in a pupil's temporary or permanent exclusion from school.

Incidents of racial abuse or harassment between members of staff

The aggrieved member of staff should immediately inform the Principal of the incident. The Principal should instigate an immediate investigation into the complaint. Every effort should be taken at this stage to resolve the difficulties. Where there is a total inability to resolve the difficulties and there is a case of serious abuse the complaint should be pursued in exact accordance with the agreed Disciplinary Procedures for Teachers.

Where issues are related to an individual's professional development, the member of staff concerned should communicate with the Principal.

Incidents of racial harassment or racial abuse from a member of staff to a student

If a teacher is accused of action contrary to Hazel Slade Primary Academy Race Equality Policy the pupil will be interviewed by two members of staff. The aim of this meeting will be to establish the facts. The member of staff concerned should be given the opportunity to discuss the circumstances with the Principal in the presence of, if appropriate, the teacher's union representative. In the event of a failure to negotiate a solution satisfactory to both parties and where there is a legitimate case the Disciplinary Procedure for Teachers should be invoked.

Incidents of racial harassment or racial abuse involving a visitor to the school- parent, governor, contractor or any other visitor.

Hazel Slade Primary Academy considers parents, governors and all other visitors to the school, to be within the remit of this policy when on the school site or on the telephone to a representative of Hazel Slade Primary Academy.

The victim of harassment should immediately inform the Principal of the incident. The Principal has the responsibility for racial equality and should instigate an immediate investigation into the complaint. Every effort should be taken at this stage to resolve the difficulties. This will involve explaining to the perpetrator the unacceptability of behaviour and the request for it to stop immediately. The reporting forms apply to any racist behaviour on the school site therefore racist incidents form will be sent to the Academy Trust in the same way that they are sent when incidents involve students or staff.

Where there is a total inability to resolve the difficulties and there is a legitimate case of serious abuse the complaint should be referred to the police. Where a visitor is the victim of racial harassment the school will deal with the incident according to the policy detailed above. The victim will be supported by the academy.

Recording Information In the case of an abuse of Hazel Slade Primary Academy

Race Equality Policy the following steps should be taken:-

Pupils

The Principal should write up the incident and put it in the student's file, the details of the incident and follow up. This should be done in conjunction with any other Local Authority and Academy Trust Paperwork. Although this document will remain in the pupil's file, the school recognises that it will be of diminishing relevance.

Staff

Procedures should be followed in exact accordance the Disciplinary Procedures for teachers. The purpose of these procedures and strategies is to correct the alleged perpetrator and also to demonstrate support for the aggrieved. Where the complaint is against the Principal this should be raised with the Local Governing body.

Governors

Details of racist incidents will be forwarded to the Chair of the Governors. In the interests of confidentiality the incidents will be discussed by this committee without reference to names. Only the Chair will have full details of pupils by name. The Chair of Governors will submit an annual report to the full Governing Body which will include a summary of the key issues identified in the section on Monitoring by Ethnicity.

Monitoring by Ethnicity

Hazel Slade Primary Academy recognises ethnic monitoring as essential to ensure that minority ethnic students are not being disadvantaged, and that monitoring leads to action planning.

We will monitor:

- Admissions
- Attainment
- Attendance
- Punctuality
- Rewards
- Sanctions
- Racist incidents and action taken
- Exclusions
- SEN
- Selection and recruitment of staff
- Governing body representation and retention

This policy will be reviewed and monitored annually by the staff and governors at Hazel Slade Primary Academy.