



# **Cowbit St Mary's Church of England School**

## **Race Equality Policy**

### **The school aims, values and commitment to Race Equality**

This Race Equality Policy enables Cowbit St Mary's School to meet its general duty laid down in the Race Relations (Amendment) Act 2000.

All Racist incidents will be recorded and a copy of the School's record forwarded to the Schools Liaison Officer at County Offices, Lincoln.

We aim to pay due regard to:

- Eliminating unlawful discrimination
- Promoting equal opportunities; and
- Promoting good relations between people of different racial groups

We recognise that it is no longer sufficient for our school to prevent racial discrimination but that we must now actively promote equality.

Cowbit St Mary's School is aware of its responsibility for the promotion of racial harmony and understanding. It is committed to creating a positive climate that will enable everyone to work free from intimidation and harassment and to achieve their full potential.

Therefore: -

- It will use all the powers and resources at its disposal to eliminate racial incidents.
- Will ensure that any complaints of racial harassment are promptly investigated and that everyone is aware of their responsibility and the procedures to challenge and report it whenever it occurs.
- It will work with parents, communities and other agencies to ensure that it is clearly understood that racial harassment is unacceptable.

Through the delivery of the National Curriculum and the opportunities Citizenship presents our school will aim to:

'Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds'

We will deliver our aims by:

- Ensuring everyone in our school is treated with respect and dignity, and this includes children with Special Educational Needs and other vulnerable children.
- Creating a school ethos which values diversity, promotes equality and removes barriers to learning.
- Encouraging everyone in the school community to fully participate in the school programme of events.
- Having high expectations of all pupils regardless of ethnic origin, religion, culture and life style.
- Identifying and removing all practices, procedures and customs which are discriminatory and ensure that racial equality is included in all our development planning and through all our policies.
- Monitoring and reviewing all practices and procedures to help us to identify where there are inequalities between different ethnic groups.
- Ensuring that issues concerning racism permeate the taught curriculum as an integral part of a whole school approach.

Cowbit St Mary's School recognises:

- That minority ethnic groups include Gypsy Travellers, refugees, asylum seekers and less visibly minority groups e.g. Irish.
- That immigrants and their descendants have made an important contribution to Britain.
- The inclusive nature of the National Curriculum 2000 and the opportunities Citizenship presents for encouraging 'respect for diversity'.
- A racist incident as 'any incident which is perceived to be racist by the victim or any other person'. and will follow the procedures outlined in the Lincolnshire Reporting Racist Incidents Handbook 2005.

### **Racism and Racial Incidents**

Race is a term that is commonly used when identifying groups of people who share a common origin or heritage. Racism results from prejudiced attitudes that are based on ideas of racial superiority. When this prejudice is combined with power, it produces behaviour and institutional systems that discriminate against people from black and other ethnic minority backgrounds in a white dominated society. Any action or behaviour, whether conscious or unconscious, is racist if it contributes to a discriminatory process.

However, incidents that contain an element of racial hatred can occur between any distinctive group defined by reference to colour, race, and nationality (including citizenship) ethnic or national origin. As such they may be 'racially motivated' but not necessarily 'racist'.

### **A definition of racial incidents**

The term 'racial incident' is used here to describe all those unwanted actions by a person or a group of people directed at people of different ethnic origin 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: -

- Comprise remarks or actions associated with a person's colour, race, nationality or ethnic origin.
- Emphasise a person's colour, race, nationality, ethnic or national origin over his/her other role as pupil, member of staff or parent/carer. A racial motivation is to be regarded as an aggravating factor which will result in any incidents of misbehaviour or misconduct being taken more seriously than where this motive is absent.

It includes: - Any incident in which it appears to the person reporting or investigating that the complaint involves an element of racial motivation.

Or

- Any incident which includes an allegation of racial motivation made by any person.

Racial incidents can involve: -

- Physical assault or the threat of physical assault where colour or ethnicity appears to be the motivating force.
- Name calling, insults, taunts and jokes.
- Graffiti.
- Provocative behaviour such as wearing or displaying racist badges or insignia on the person or clothing.
- Bringing racist materials onto the premises.
- Verbal abuse and threats.
- Incitement of others to behave in a racist way.
- Attempting to recruit others into organisations with racist aims and objectives.
- Racist comments in the course of a lesson.
- Ridicule of cultural preferences e.g. food, music, dress, faith.
- Refusing to work with or co-operate with others because of their ethnic origins.
- A gradual undermining of confidence which may build up, leading to low self-esteem and a feeling of inferiority.

**Racial Harassment** is defined as any unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, on grounds of race.

**The most important indication of racist behaviour is that the victims themselves perceive that they have been subjected to racial harassment.**

It is the victims themselves who see the hostility inherent in a racist incident, because of their ethnic origin, appearance or linguistic difference, which are essential parts of their own identity. Racist motivation can therefore transform even an apparently trivial incident into something that is more than usually distressing and frightening both for the victim and for other members of their ethnic group.

## **Consultation**

This policy was produced in consultation with the Governing Body and is available to all parents/carers and members of the school community.

All reasonable requests for translation and/or interpretation of this policy will be considered.

The Governing Body of our school will ensure that:

- The policy is implemented through everyday practice and all citizenship work undertaken.
- The impact of the policy is regularly reviewed through the school's arrangement for policy review and self-evaluation.

This policy is set in the context of existing good practice that deals with conduct and discipline in school. Our school has procedures for handling such matters in its Behaviour, Discipline, Exclusion and Anti Bullying Policy. We also look to our P.S.H.E. Policy and Equal Opportunities Policy for understanding and response to racial equality.

## **Impact Assessment**

Under the specific duties laid down in the Race Relations Amendment Act 2000, the school will assess the impact of all their policies, when appropriate, including the Race Equality Policy on pupils, staff and parents from different racial groups. In particular the school will assess whether the policies have, or could have, an adverse impact on the attainment levels of pupils from different racial groups.

The school will, if necessary, also monitor the following areas by ethnic group:

- Pupils attainment and progress
- Exclusion
- Racism, racial harassment and bullying
- Curriculum, teaching and learning (including language and cultural needs)
- Punishment and reward
- Membership of the school board and parent teacher association
- Parental involvement
- Attendance for all groups.

Cowbit St Mary's School is a school that prides itself in its efforts to make everyone feel welcome and be as inclusive as possible.

## **Roles and Responsibilities The governing body is responsible**

- For ensuring that the school fulfils its legal responsibilities including those arising from the Race Relations Amendment 2000 Act and that the school complies with the Race Relations legislation, including the general and specific duties arising from the Act.
- With the assistance of the Headteacher, ensuring that the policy and its related procedures and strategies are implemented.

## **The Headteacher is responsible:**

- For ensuring that the policy and its related procedures and strategies are implemented on a day to day basis.
- For monitoring and assessing the impact of the Race Equality Policy
- For monitoring the impact of all school policies on pupils and parents from Minority Ethnic backgrounds, when necessary.
- For ensuring that all staff are aware of their responsibilities and are given appropriate training and support to enable them to fulfil their responsibilities.
- For taking disciplinary action against staff or pupils who racially discriminate in line with the guidance provided in the Reporting Racist Incidents Handbook.

## **To be reviewed annually**

Updated January 2018

Approved by Governors 16/01/2018

Signed Chair of Governors

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To be reviewed December 2018

## **The governing body will:**

- Maintain an overview of implementation of the race equality policy and racial equality issues will be discussed when appropriate
- In partnership with school management, will promote racial equality and good race relations and tackle unlawful racial discrimination.
- With the Headteacher, ensure that ethnic data is collected on pupils and employees.

## **The Headteacher will:**

- Integrate race equality work within the development planning of the school
- Deal with reported incidents of racism and racial harassment
- Ensure compliance with the Race Equality Policy and Equal Opportunities Policy
- Ensure there is a clear agreed understanding of definitions and terms of reference with regard to racism and racist behaviour as outlined in **Reporting Racist Incidents Handbook**. As necessary, these will be made explicit to the whole school community – staff, pupils and parents.
- Provide the Education authority with information regarding:
  - Racial incidents
  - Attainment of pupils by racial group
  - Recruitment of staff by racial group