

Race Equality Policy January 2017

Burlington Junior school endorses Achieving for Children's commitment to race equality:

"We recognise and work to ensure that all must have an equal right to succeed and that there will be no tolerance of racism, stereotyping and low expectations. We assist schools to work towards a society where there is respect for all, regardless of their colour, religion or ethnicity and a society that celebrates its cultural richness and ethnic diversity". We do not tolerate any form of discrimination and expect all those who work, visit or who are associated with the school to share this vision.

Under the Equality Act 2010, it is our duty to eliminate discrimination, to advance equality of opportunity and to foster good relations. We also have specific duties to publish information about our school population and to explain how we have due regard for equality. The school gathers information on the pupil population broken down by ethnicity and gender and about significant difference in attainment between girls and boys, and between pupils of different ethnic backgrounds. The school ensures that individual pupils cannot be identified.

There are clear procedures for dealing with prejudice-related bullying and incidents (see Behaviour Policy). The staff and Governors of Burlington Junior School are opposed to any form of abuse and will always challenge racist attitudes and behaviour.

Aims and Objectives:

We aim to provide the best possible education for all children regardless of gender, colour, race, religion, nationality, social background or ability.

At Burlington Junior School we endeavour:

- To challenge and prevent racism and discrimination;
- To meet the needs of all pupils, encourage them to reach their full potential and raise educational standards;
- To take specific action to tackle any differences between racial groups in their attainment levels and progress;
- To create a positive inclusive atmosphere, based on respect for people's differences; we achieve this by e.g. celebrating multicultural week and international days;
- To prepare children to be full citizens in today's multi-ethnic society; establishing overseas links and achieving the International Schools Award which we currently hold until 2019.

At Burlington Junior School we:

- Ensure we have a fair admissions policy for all pupils;
- Ensure that racial harassment or expressions of racial harassment are not tolerated within the school;
- Have developed practices, procedures and activities which promote awareness, acknowledgement and celebration of our multi-cultural society;
- Have developed and monitor procedures for reporting racial incidents and how they are dealt with, and ensure support for victims of racial harassment;
- Monitor pupil achievement with reference to racial, ethnic and cultural backgrounds;
- Monitor the implementation of this policy.

Ethos and Principles

- ❖ The school will follow up all incidents of racism immediately.
- ❖ Visitors to the school will be made aware of the school's policy and procedures.
- ❖ The school continues to develop positive anti-racist language and images in order to promote an environment which reflects that all people are equally valued.
- ❖ The school celebrates the achievements of individuals and groups.
- ❖ The school nurtures the identity of all pupils, especially those from ethnic minorities, so that they feel their culture and origins are valued e.g., marking and/or informing the school community of religious festival days.
- ❖ The school fosters good relationships with all parents and the community.

Responsibilities:

The Headteacher takes overall responsibility for the implementation of the Racial Equality Policy, and the SLT team ensure that all staff understand and implement this policy.

The Governing Body ensures that it receives regular reports on the progress of implementation of policies and procedures. It is kept informed of all racist incidents and ensures that A f C is informed of the pattern and frequency of racist incidents.

Together, the leadership team and the Governing Body ensure that any race issues are addressed and that everyone knows and abides by equality and harassment procedures.

Monitoring:

The Race Equality Policy is regularly reviewed. The termly Headteacher's report to Governors states the number of racist incidents each term. Governors are also asked to monitor race equality when visiting the school, including participating in lessons, talking to staff, children and parents.

Attendance:

The school monitors pupil attendance of all pupils and uses the data to develop strategies to address poor attendance. The school operates a system of 'first day calling' where the parents of an absent child will be called if there is no contact with school on the morning of their absence. Termly meetings are held with the school's link Educational Welfare Officer who comes in to analyse the attendance and discuss any concerns.

Provision

Provision is made for pupils who are absent for religious observance. Parents must write to the school requesting the leave and detailing reasons for the absence.

Discipline and Exclusions:

The process of excluding a pupil is fair and equitable to pupils from all ethnic groups and exclusions are monitored by ethnic group.

The school's procedures for managing behaviour are fair and applied equitably - which may not mean treating all pupils the same. The school is aware of cultural differences in expressing emotions and procedures and takes account of these, paying particular

attention to complaints of alleged racial harassment, name calling or bullying against the pupil. See *Behaviour Policy*.

Pupil Progress:

Pupils' attainment and progress is monitored by ethnic group as well as by gender. Attainment and progress of individual pupils is tracked through the school. See *Assessment Policy*.

The school values the achievements and progress of pupils from all ethnic groups, including achievements outside the school setting.

The Curriculum:

At Burlington Junior School there are a wide range of strategies that we adopt which support approaches to dealing with and addressing racism. British values is at the core of these. We:

- Provide positive images and role models in resources and displays which reflect the experiences and background of all pupils in our multi-cultural society;
- Critically examining resources in the school to ensure that stereotyped images and view points are not being perpetuated;
- Explore with pupils (at the appropriate level) issues of racism and equality in a range of PSHE contexts, including promoting justice and challenging injustice;
- Encourage collaborative and co-operative approaches to learning and ensuring that pupils' cultural and linguistic experiences are reflected and built upon positively in the classroom;
- Build positive links with community groups and using support agencies to ensure that the multi-cultural dimension to the curriculum is fully developed;
- Have high expectations of all pupils, ensuring that each pupil's individual learning and social needs are met.

Parents, Governors and the Community:

All parents are regularly informed of their child's progress. Proactive steps are taken to involve ethnic minority parents in the school. People from ethnic minority communities are encouraged to become members of the school's Governing Body, Parent Forum and PTA. The school ensures that its premises and facilities are equally available for use by all ethnic groups.

Staffing:

Recruitment and selection procedures are consistent with the Code of Practice in Employment and everyone involved in recruitment and selection adheres to the schools' procedures. Recruitment, selection and professional development procedures are regularly reviewed by SLT and Governors to ensure that discrimination does not take place.

Racial Harassment Procedure

Racial Harassment is:

Any hostile or offensive action against individuals or groups because of their skin colour, ethnic origins, nationality or cultural background.

Forms of harassment include:

- Physical assault
- Verbal threats and abuse
- Derogatory name calling
- Racist jokes
- Racist graffiti
- Incitement of others to behave in a racist way
- Racist comments
- Ridicule
- Refusal to accept or co-operate with other people because of their race.

Recording and monitoring Incidents:

All incidents alleged to be racist must be recorded and the Headteacher will notify the Governing Body and Achieving for Children through agreed procedures.

If any racist incident occurs, a Racial Incidents Record Form (held in office) must be completed, recording all details of the incident. The form will be placed in the Behaviour Record in the School Office, collated each term and patterns looked for by the Headteacher and Safeguarding Governor.

Procedures for dealing with incidents:

Pupil to pupil:

In dealing with perpetrators:

1. Explain the wrong done.
2. Inform and involve the Head/Deputy Headteacher, to mark the seriousness of the incident. Agree sanction.
3. Inform the parents and meet with them and discuss sanctions.

Member of staff to pupil:

1. The pupil and parents should be offered an interview with the Headteacher
2. The staff member concerned will be interviewed by a member of the management team, nominated by the Headteacher, and if appropriate, be accompanied by the staff member's union representative.
3. If there is clear evidence, the complaint should be followed up in accordance with the school's Disciplinary Procedures.
4. Where there is a complaint against the Headteacher, this should be raised with the Governing Body.

Pupil to member of staff:

1. If in a class situation, the child will be asked to leave with another child and go to the Headteacher. The teacher may request the Headteacher or senior teacher to collect the child from the class.
2. The Headteacher or another teacher will come and speak to the member of staff and cover organised if necessary.
3. The children (witnesses) then write down what happened.

4. Headteacher will speak with the member of staff and child.
5. Parents will be contacted.
6. Counselling will be offered to the member of staff and support put in place for the child's return to the classroom within an appropriate timescale.

Staff member to staff member:

1. The aggrieved member of staff should immediately inform the Headteacher about the incident
2. The Headteacher will institute immediate investigation into the incident.
3. A complaint for which there is prima facie evidence (strong evidence to suggest truth) will be pursued in exact accordance with the school's Disciplinary Procedures.
4. In the case of physical assault, if the Headteacher views the assault serious, then the police will be called.

Dealing with an incident in the classroom:

1. Stop everyone if the incident is related to the whole class, or if heard by others.
2. Seek an opinion or response from the class on the incident.
3. Support the victim.
4. Use the incident to demonstrate the unacceptability of such behaviour if the victim is confident.
 - If the incident takes place in a small group, record any response contained within that group.
 - When possible, question the victim and the perpetrator - this should be done at the earliest possible convenience.
 - Address the issue both separately and collectively.

In the case of all the above:

1. Record the incident and the action taken and place in the Behaviour File.
2. Complete a Racial Incidents Form.

All procedures should be carried out with the aim not only of correcting the perpetrators but also of demonstrating support for the victims.

All racial incidents will be recorded in the "Racist and other Serious Behavioural Incidents Log" (form in office) and placed in the Behaviour File. Each term the Headteacher fills in a racist incident log and returns it to the Achieving for Children Monitoring Officer.

Pip Utting
Headteacher
January 2017
Next review January 2019