
	Name of School	Corbets Tey School
	Policy Adopted Date	06/02/2019
	Next Review Date	06/02/2020
	Reviewed by	Governor Name: Philip Brimson Governor Signature: 

Race Equality and Racial Incidents Policy

Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our provision, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others. We are confident that this policy does not place anyone at an unreasonable or unfair disadvantage, and is compliant with relevant equalities legislation.

Corbets Tey School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

Corbets Tey School 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. Pupils should be provided with the opportunity to experience, understand and celebrate diversity.

We recognise:

- The inclusive nature of the National Curriculum and the opportunities the Personal, Social, Mental and Health Education (PSMHE) curriculum presents for encouraging 'respect for diversity'
- The importance of celebrating festivals from diverse faiths.
- That minority ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups e.g. Irish.
- The important contribution immigrants and their descendants have made to Britain.
- The importance of Global Citizenship.
- The importance of strong home/school and wider community links.
- Our duty under the Race Relations (Amendment Act 2000) and the Equality Act 2010 to promote race equality actively.
- The recommendations of the inquiry into the death of Stephen Lawrence:

The definition of institutional racism is *“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.”*

A racist incident is *“any incident which is perceived to be racist by the victim or any other person”*

Corbets Tey School will not tolerate racial harassment of any kind. We are committed to combating racial discrimination.

Actions to ensure Race Equality

Building on the work we already have in place:

The leadership group will:

1. Monitor targets to ensure equal achievement in ethnic groups and act if any difference is found to:
 - Set race equality targets when appropriate
 - Write an action plan to ensure targets are met when appropriate
 - Make the policy known to all teaching and ancillary staff, pupils and parents.
 - Monitor pupils by ethnic group (see **Monitoring by Ethnicity** below)
2. The Race Equality Policy will be reviewed annually by the Headteacher and Governing Body.
3. We shall adhere to Havering Council guidance on monitoring racist incidents and provide information to the Council as appropriate.
4. The school will endeavour to ensure that the governing body & staff team reflects the local community it serves.

Racist Incidents

All racist incidents will be recorded on the racist Incident Forms and be reported to the Governors termly. The Senior Leadership Team will analyse records for emerging patterns and issues. All incidents will be resolved sensitively, in a manner which supports the victim and both sanctions and educates the perpetrator.

See:

Appendix 1 - DEALING WITH SPECIFIC FORMS OF RACIST INCIDENT

Appendix 2 - RACIST INCIDENTS LOG

Appendix 3 – SCHOOL PRO FORMA FOR RECORDING AND MONITORING RACIAL INCIDENTS

Pupils

Pupils will be:-

1. Treated as individuals
2. Made aware of cultural differences and be encouraged to accept them and understand and value them
3. Made aware of common similarities whatever culture or creed
4. Encouraged to speak their mother tongue
5. Encouraged to take pride in their own cultural background
6. Taught to respect other people's religion and culture
7. Encouraged to pronounce each others names correctly
8. Made aware of each individual's right to the same care, attention and expectations they would accord themselves
9. Made aware that racist harassment will not be tolerated
10. Encouraged to bring racist incidents to the notice of staff and feel that any such incidents will be dealt with promptly and justly.
11. Given the opportunity to discuss issues surrounding racism, and explore possible solutions

Staff

All staff will:

1. Be made to feel valued members of the school team
2. Be supported to reach their full potential
3. Be supported in their professional development
4. Have their views, backgrounds and beliefs respected by colleagues
5. Act as role models to the children and their parents through the positive relationships they foster with colleagues

Parents

Parents will:

1. Be made aware of the Race Equality Policy as their child enters the school, and will be expected to uphold the ethos of the school.
2. Be informed of any racist incident involving their child and will be expected to work with the school to resolve the incident.

Other related school policies

Racial equality is included as an implicit aim in all of the school's policies.

Repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.

Monitoring by Ethnicity

Corbets Tey School recognises ethnic monitoring as essential to ensure that minority ethnic pupils are not being disadvantaged, and that monitoring leads to action planning. We will monitor:

- Admissions
- Attainment
- Attendance
- Racist incidents and actions taken
- Exclusions
- Selection & recruitment of staff
- Governing body representation and retention

In order to ensure that our staff and communities support our approach to promoting racial equality, we will as a first step consult governors on this policy and will ensure that parents and carers are made aware of the policy.

Useful telephone numbers:

- Local Authority Guidance on racist incident monitoring - Grahame Smith, School Improvement Manager 01708 434343

Appendix 1:

DEALING WITH SPECIFIC FORMS OF RACIST INCIDENT

Categories	Suggested Action
Racist Jokes/ Name calling	<ul style="list-style-type: none">• Indicate to perpetrator that such behaviour will not be tolerated• Persistent perpetrators to be dealt with and parents/carers informed
Physical assault	<ul style="list-style-type: none">• Inform parents/carers• Take appropriate action• Inform outside agency e.g. Police
Racist graffiti	<ul style="list-style-type: none">• Report to appropriate staff for early removal
Bringing racist materials/ leaflets onto school premises	<ul style="list-style-type: none">• Such material to be confiscated• Offenders to be reported to senior staff• Inform Police if appropriate
Attempts to recruit for a racist organisation	<ul style="list-style-type: none">• Report to Headteacher• Inform Police• Inform parents/carers
Refusal to co-operate with other people because of their religion/ language/ ethnic background	<ul style="list-style-type: none">• Make it clear to all concerned that every pupil has the right to be included in all school activities, and no one should be excluded on racial grounds
Ridiculing people because of cultural/ religious differences	<ul style="list-style-type: none">• Everyone has a right to their culture/ religious views; whilst such views may not be shared by others, they need to be respected

Appendix 2:
RACIST INCIDENTS LOG

Reported by	Date and time of incident	Location of incident	Victim (name/year/ethnicity/gender)	Perpetrator (name/year/ethnicity/gender)	Type of incident	Racist motive/proven/unproven	Action taken	Outcome	Other agencies involved

Appendix 3:

SCHOOL PROFORMA FOR RECORDING AND MONITORING RACIAL INCIDENTS

Please use this form to record every issue or incident that involves discrimination in school

Date: Time:

Place (please indicate if on school grounds): Y / N

Name of victim(s):.....

Name of perpetrator(s) :.....

Please tick the appropriate boxes for those alleged to be involved (victim(s) and perpetrator(s)):

	Victim(s)	Perpetrator(s)
White UK ethnic group		
White European		
Other White		
Black Caribbean		
Black African		
Other Black		
Indian		
Pakistani		
Bangladeshi		
Chinese		
Any other group		
Unclassified		

Nature of Incident	Tick
Physical abuse	
Verbal abuse, including derogatory comments/jokes/name-calling/insults	
Graffiti or other written abuse or the display of offensive material	
Differential negative treatment	
Refusal to co-operate with people from other ethnic groups	
Display of racist insignia, literature, leaflets, recruitment or encouragement of others to join a racist group	
Racist comments about people or the work in hand during the course of a lesson or break time	
Ridicule over cultural individuality/diversity	
Unwelcome gestures and aggressive body language	
Damage to property	
Inciting others through any of the above categories	

Please describe the issue or incident noting whether the incident seems to be unwitting / deliberate or intended	
Please specify action taken and attach any statements made by those involved including the victim(s) and perpetrator(s) This may include management action, accident and injury forms etc.	

This form was completed by: Date: