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|  | <b>Name of School</b>     | <b>Corbets Tey School</b>   |
|   | <b>Policy Review Date</b> | <b>3<sup>rd</sup> November 2020</b>   |
|   | <b>Next Review Date</b>   | <b>Spring 2022</b>  |
|   | <b>Reviewed by</b>        | <b>Governor Name: Jeff Stafford</b><br><b>Governor Signature:</b>  |

## 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.

Where the school is referred to in this policy, the policy and the following procedures apply to all staff working for Corbets Tey School on all sites including staff at the Routes4Life provision.

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. Students 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 actively promote race equality.
- 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, students and parents.
  - Monitor students by ethnic group (see **Monitoring by Ethnicity** below)
2. The Race Equality Policy will be reviewed annually by the Headteacher and Governing Board.
3. We shall adhere to Havering Council guidance on monitoring racist incidents and provide information to the Council as appropriate.
4. Endeavour that the governing board and staff team reflects the local community it serves.

### **Racist Incidents**

All racist incidents will be recorded as an incident on the student's CPOMS record and reported to the Governors termly in an anonymised report. The Senior Leadership Team will analyse records for emerging patterns and issues. All incidents will be resolved sensitively, in a manner that supports the victim and both sanctions and educates the perpetrator.

See:

Appendix 1 - DEALING WITH SPECIFIC FORMS OF RACIST INCIDENT

### **Students**

Students 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 students and their parents/carer through the positive relationships they foster with colleagues

## **Parents/Carers**

Parents and carers will:

1. Be made aware of the Race Equality Policy as their young person enters the school, and will be expected to uphold the ethos of the school.
2. Be informed of any racist incident involving their young person, 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 or safeguarding adults at risk procedures.

## **Monitoring by Ethnicity**

Corbets Tey School 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
- 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 and 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 or email [hsis@havering.gov.uk](mailto:hsis@havering.gov.uk)

**Appendix 1:****DEALING WITH SPECIFIC FORMS OF RACIST INCIDENT**

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