

# ST. JOSEPH'S R.C. PRIMARY SCHOOL

## ANTI-RACISM POLICY

### Race Equality Policy

#### General Principles and Policy Requirements

#### Introduction

St. Joseph's R.C. Primary School intends that all its members should receive their education unhindered by discrimination. St. Joseph's School provides education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools 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."

St. Joseph's 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.

Our School will abide by Durham LA's Racial Harassment in School 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 head teacher 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.

[Type text]

St. Joseph's R.C. Primary School Anti-Bullying policy Dec 2009 M.Connor

- All teachers at St. Joseph's School know their expectations affect the achievements, behaviour and status of the pupils.

St. Joseph's staff should be aware, whatever the race or ethnic origin, of a student's own values, religious beliefs, skills and experiences. St. Joseph's pupils must be encouraged through the curriculum to explore and share the ideas and opinions of others. Elements of the curriculum content should be so selected and presented that they engage each pupil's feelings as well as giving them skills and information. St. Joseph's School 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 or learning mentor.

The head teacher is responsible for the race equality policy and will, with the help of the learning mentor, 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 head teacher 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 LA Racist Incident Report Forms will be filled in and sent to the education department at County Hall. A copy of the form will be sent to governors and will also be put on file and kept at St. Joseph's School.

In some cases the disciplinary procedures may result in a pupil's temporary or permanent exclusion from school or referral to the UCAN Centre.

#### **Incidents of racial abuse or harassment between members of staff**

The aggrieved member of staff should immediately inform the head teacher of the incident.

The head teacher 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.

At any time the aggrieved member of staff has the right to communicate the issue to the Commission for Racial Equality and legal proceedings might well be instigated.

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

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

If a teacher is accused of action contrary to St. Joseph's School's Race Equality Policy the pupil will be interviewed by two members of staff, where possible learning mentor and head teacher. 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 head teacher 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 LA's 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.**

St. Joseph's R.C. primary School considers parents, governors and all other visitors to the school, including

[Type text]

contractors, to be within the remit of this policy when on the school site or on the telephone to a representative of St. Joseph's School.

The victim of harassment should immediately inform the head teacher or deputy head teacher of the incident. The head teacher 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 County Hall 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 school and can seek further support from the local Racist Incident Group or by telephoning the county helpline

### **Recording Information**

In the case of an abuse of St. Joseph's School's Race Equality Policy the following steps should be Taken:-

#### **Pupils**

The head teacher 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 Durham County Council's Racist Incident Report Forms, one copy of which will be sent to the LA, another to the governing body and a further copy will be placed on file. 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 LA's 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 head teacher this should be raised with the 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**

St. Joseph's School recognises ethnic monitoring as essential to ensure that minority ethnic students are not being disadvantaged, and that monitoring leads to action planning. (Essentials are in

**BOLD** type)

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 St, Joseph's

[Type text]