

# St Charles Catholic Primary School

## Racial Equality Policy

**This Policy was adopted by The Governing Body of St Charles Catholic Primary School on:**

**Date: 18.3.15**

**Signed by: JM Rodden**

**It will be reviewed on: March 2017**

### ***Statement of values, definition and objectives***

At St Charles Catholic Primary School, it is recognised that each child comes with varied experiences of their own faith and culture, which have value and are to be appreciated, built upon, shared with and respected by others.

Racism and all other forms of oppressive behaviour will not be tolerated at St Charles Catholic Primary School. The school is committed, as part of its educational inclusion strategy, to preparing pupils for life in a multicultural society. It is essential for all schools to strive for race equality and it is important for all staff to understand their role in promoting it. All children will take part in work that will develop their understanding of other faiths and cultures. They will be encouraged to develop the attitudes of tolerance and respect for the beliefs of others.

This policy reflects the general and specific duties on schools and colleges, featured in the Race Relations Act 1976 as amended in the Race Relations (Amendment) Act 2000.

As a Leicestershire school St Charles Catholic Primary School subscribes to the County Council definition and objectives for promoting race equality, which states:

*“Education should prepare people for life in the wider community and must help all people to develop attitudes and ways of behaving which are appropriate to living in a society which wishes to eradicate racial prejudice and the social scars it produces. We, therefore, recognising that Leicestershire is a pluralist society and part of a country of many cultures, and believing that all pupils and students across the county should be given an appropriate knowledge and awareness of the variety of cultures which make up our society, identify the major objectives of developing the education service in a multicultural society as:*

- *to prepare all pupils and students to live and work harmoniously and with equality of opportunity in that society;*
- *to build upon the strengths of cultural diversity in that society;*
- *to define and combat racism and any discriminatory practices within the educational service to which it gives rise;*
- *to meet appropriately the particular educational need of all people, having regard to their ethnic, cultural, linguistic or historical attachment”.*

### **Dealing with Racism**

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The Leicestershire County Council Education Service, Racial Harassment Incident Form is used to record any incidences of racist behaviour. In line with national requirements, the Governors will receive an annual report on the number and nature of incidents at the governing body meeting held in the summer term. The School in turn will report these annually to the LEA.

Racist incidents can take a number of forms and include:

- Verbal or physical assault.
- Display of racist pictures, insignia or graffiti.
- Rejection or isolation of someone because of his or her ethnicity.
- Unwelcome comments, jokes, taunts or innuendoes based on ethnicity, colour or culture.
- Derogatory comments about people or groups.
- Telling racist jokes or mimicking accents.
- Deliberately mispronouncing names.
- Dismissal of viewpoints from other cultures or societies.
- Stereotypical comments during discussion.
- Making negative comments about: appearance, clothing, food, language, accent or dialect, family, culture, religion, country of origin.
- All of the above in cyberspace.

All staff with responsibility for the supervision of children will use the following procedures when dealing with incidents of racist behaviour:

*All racist incidents will be challenged and never ignored. Class teachers will be informed of any pupils involved in incidents that occur at playtime or lunchtime.*

Staff will respond immediately by:

- Putting a stop to the inappropriate or offensive behaviour.
- Pointing out that this kind of behaviour is not acceptable and explaining why: school values, rules, policy etc.
- Stating that this behaviour is hurtful and disappointing.
- Explaining how it makes the victim or others feel.

If there is a victim, the member of staff will support them by:

- Showing understanding of their reaction and acknowledging that their feelings have been hurt.

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- Expressing empathy, making specific reference to the incident.
- Explaining that these negative racist comments come from society and are not to do with any personal shortcomings of theirs.

Staff will:

- Resolve the incident by talking it through with both parties.
- Expect the aggressor to apologise to the victim. Model a response, if necessary.
- Suggest how the offensive behaviour can be avoided in the future.

Staff will refer any incident to the Headteacher who will:

- Note the incident.
- Record it in the agreed manner.
- Let other staff know as appropriate.
- Inform parents as appropriate.
- Report on the nature and number of incidents of racism to the Governing Body and the LEA, on an annual basis. This is in line with the requirements of the LEA and the DfES.

If necessary will affirm both by:

- Working with the victim.
- Working with the aggressor.

### ***Monitoring, evaluation and Review***

Monitoring and evaluation procedure for the Race Equality Policy will include:

- Monitoring incidents of racist behaviour and the way the school handles and reports them.
- Monitoring the way in which other school policies embrace race equality and inclusion issues.
- Where possible, analysing attainment by ethnicity, addressing any issues of differential progress and achievement.
- Monitoring teaching and learning to ensure all pupils' needs are met irrespective of their background and that challenging targets are set for all.
- Monitoring the curriculum and teaching resources to ensure that pupils' experiences are broadened and that they are prepared for life in a diverse society.

The above policy is applicable to all members of, and visitors to, our school community.