Ashurst Wood Primary School

Racial Equality Policy.



Updated: October 2024

Review date: Autumn 2 2025

**Ashurst Wood Primary School Racial Equality Policy**

This Race Equality Policy enables our school to meet our statutory obligations under the Race Relations Amendment Act 2000.

**Aims**

Within Ashurst Wood Primary School we want:

* All members of the school community to feel safe to learn, play or be with others free from racial harassment or prejudice.
* All members of the school community to be treated fairly with respect and dignity.

**Rationale**

Ashurst Wood Primary School is committed to a policy of inclusion, to racial equality and justice and we are opposed to all forms of racist prejudice and unfair discrimination.

Genuine equality of opportunity cannot be promoted without dealing with racist behaviour. In addition, to positive relationships and learning and teaching strategies, we believe that it is essential to have a clear policy to deal with racist behaviour.

This school will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality.

We aim to achieve this by:

* Treating all those within the whole school community (e.g. pupils, staff, governors, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
* Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
* Encouraging everyone within our school community to gain a positive self image and high self esteem.
* Having high expectations of everyone involved with the whole school.
* Promoting mutual respect and valuing each others’ similarities and differences and facing equality issues openly.
* Monitoring racist incidents and recording them in a designated log book which is kept in the school office.
* Identifying and removing all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
* Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

**Principles**

We define racist behaviour or harassment as any unpleasant or bad behaviour against others because of their skin colour, religion, language, accent or cultural background.

*Different types of harassment or behaviour might include:*

* Physical: hitting, kicking, spitting, taking or damaging belongings and threats of violence.
* Verbal or visual: name calling, insults, teasing, making fun or jokes about (including graffiti, leaflets, magazines, comics, books and badges).
* Indirect: excluding (leaving out on purpose), humiliating, spreading nasty rumours, laughing at

Such behaviour can severely affect a child’s ability to learn effectively and the effect of harassment can remain with a person throughout their life.

**Making a Judgement**

Judging whether racism is intentional is difficult in all circumstances. Some children can be racist without knowing what racism means.

A racist incident is “any incident which is perceived to be racist by the victim or any other person.” It maybe perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion. We will take action to challenge and eliminate any such behaviour where it is observed, reported or suspected.

**Often the most important indication of racist behaviour is whether the victim (or family particularly for young children) themselves believe that they have been subjected to racial harassment.**

**We want children to tell us if they have a problem with racist behaviour and what they say will be taken seriously.**

**Sanctions**

If a child acts in a racist manner or racially harasses someone disciplinary action may be taken in line with the schools behaviour management policy. This could include:

1. *explaining why their actions are wrong and warn them not to do it again;*
2. *loss of a privilege*
3. *parents/carers being notified by a telephone call in the first instance;*
4. *if it is very serious or the child has repeated the behaviour after being warned, a letter will be sent to their parents/carers and they will be invited in to discuss the racist behaviour with the Head Teacher or Senior Leader.*
5. *in very severe cases the child will be excluded immediately, parents informed and the police may be contacted;*

The appropriate sanction will relate to the severity of the incident.

**Reporting an Incident**

Incidents in which children are involved:

If a child is a target of racial harassment from another pupil on school premises (or outside of school if this is deemed to be a relevant and important issue) he or she should report this to one of the adults listed on their first five within the school, or another supporting member of staff.

**The incident will be reported to the Head Teacher and the information passed on to the Local Authority.**

Incidents in which an adult is involved:

If a pupil is a target of racial harassment on school premises, from any adult or a member of staff, he or she should report this to one of the adults listed on their first five within the school, or another supporting member of staff.

If the complaint is against a parent for racial harassment on school premises the incident should be reported by the victim to one of the adults listed on their first five within the school, or another supporting member of staff.

If an adult is a target of racial harassment on school premises, from any adult or a member of staff, he or she should report this to the Headteacher.

**These incidents will be reported to the Head Teacher and the information passed on to the local authority.**

If the Head Teacher is implicated the complaint should be reported to the Chair of Governors.

Incidents in which a Governor is involved;

If a Governor is a target of racial harassment on school premises from a pupil, member of staff or other member of the Governing Body, then he or she should report this to the Head Teacher. If the complaint is against a Governor then the incident should be reported, by the Headteacher, to the Corporate Director of Education (CDE)

Incident which involve outside contractors.

The incident should be reported to the individual’s line manager or supervisor, with a clear expectation of an investigation and report back. This may include a subsequent meeting with all those involved.

Incidents which occur outside school time.

If the school is made aware of an incident between pupils, outside school, (on social media or otherwise) then the school will deal with this in a manner, and with measures, outlined in this policy.

**Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school and any incidences of racial harassment reported to the Governing Body.