

CATOR PARK SCHOOL

RACIAL EQUALITY POLICY

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(This policy should be read in conjunction with other policies contained in the school handbook, particularly the Aim of the School, the Equal Opportunities Policy, the Anti-Bullying Policy, the Discipline Policy and the Pastoral Policy, all of which form the schools Inclusion Policy. Staff refers to both teaching and non-teaching staff.)

Racism will not be tolerated at Cator Park School. We will not accept any racist remarks, actions or harassment (intentional or unintentional).

We are committed to achieving the aim of the school where all pupils, regardless of their cultural, religious or racial background, learn to enjoy working hard to achieve their potential.

Our school reflects the ever changing and diverse society. We are aware of the changing nature of culture and of the need for ongoing review and evaluation of this policy in order to maintain its relevance and effectiveness.

We recognise that language is a powerful medium through which attitudes, both positive and negative, can be displayed. We are committed to ensuring that language is used to demonstrate respect to, and to celebrate, all cultures. We are aware that the use of certain language is offensive. Such language will not be tolerated.

Curriculum

We will ensure that the contributions of world cultures are included and acknowledged in:

- the planning and teaching of all curriculum subjects;
- resources and school displays;
- extra curricular activities.

Through the curriculum, assemblies, resources and displays we will raise awareness of the unfairness and injustice of stereotyping.

All pupils will be given access to the best levels of achievement. Resources, which are inclusive of a variety of cultures, will be used to support teaching and learning.

The school is committed to equalities training and development.

Bullying

We will not tolerate any form of bullying. If it does occur it will be challenged and addressed. All members of staff will enforce the anti-bullying policy fairly and consistently.

Behaviour

We are an inclusive school and are committed to promoting high levels of acceptable group and individual behaviour. This is achieved through the promotion of the aim of the school and through the adherence to the School's Discipline Policy. All members of the school community will be informed of the school's expectations.

We are also committed to minimising all school exclusions by implementing agreed strategies and procedures outlined through the school's policies.

Racist Incidents

A racist incident must be reported immediately.

A racist incident is defined as a comment and/or action which is perceived to be racist by the victim or any other person. Any racist incident will be dealt with immediately. The action taken must be recorded and monitored. The incident will be recorded on an incident form. Once the incident has been dealt with the relevant Head of Year will complete a Racial Incident Record Form. The Head of Year will then pass this information to the Deputy Headteacher for monitoring purposes.

Pupils

Pupils who exhibit racism will be dealt with in the following ways, depending upon the seriousness of the incident:

- They may be involved in a discussion with a teacher;
- They may be set a detention;
- They may have a letter sent home;
- They may be placed on report;
- They may be excluded.

The behaviour that was racist will be defined and it will be explained to them why such behaviour is unacceptable. When racism occurs as a result of ignorance rather than a deliberate desire to offend it will be addressed through individual or group discussions. Staff should also ensure that bystanders and witnesses understand what has happened and why racist behaviour is unacceptable.

It is important that participants in any discussion clearly understand what has been discussed and the implications of racist behaviour. If there is a repeat of the racism after this discussion, stronger action will be taken. Parents of the perpetrators of racism will be informed.

If the incident is considered extremely serious and/or the teacher does not feel confident to deal with it him/herself it should be passed immediately to a senior member of staff.

A victim of racism should feel supported and all reported incidents should be investigated thoroughly and sensitively. The victim should know what action is being taken. It may also be appropriate to inform their parents.

Any racist literature or materials will be removed immediately upon discovery and taken to a senior member of staff. The reason for their removal should be explained. Racist graffiti or slogans will be removed immediately.

Staff

Any member of staff who is the victim of racism from a pupil must report the incident, via an incident form, to either their Head of Faculty or to the relevant Head of Year. If the racism comes from a parent, the member of staff must report it, again via an incident form, to a senior member of staff who will investigate and take the appropriate action. This will involve a letter being sent to the parent concerned and action being taken to prevent that parent from coming onto the school site until the matter is resolved.

Staff who are proven to be racist will be dealt with according to the discipline procedures outlined within the staff handbook.

Parents and Visitors

If a parent believes that a member of staff has been racist towards their daughter they should contact their daughter's Head of Year immediately who will investigate, in consultation with a member of the Senior Leadership Team. If racism has occurred it will be referred to the Headteacher. If a parent is unhappy with the outcome of an investigation they should put their concerns in writing to either the Headteacher or the Deputy Headteachers.

Any visitor to the school, including parents, who suffers racism should report the incident immediately to the member of staff that they are visiting. This member of staff should then refer the matter to a member of the Senior Leadership Team.

Recording and Monitoring

All racist incidents will be recorded using the Racial Incident Record Form. These will be monitored on the Racial Incident Monitoring Form for pattern and frequency with a view to informing future action.

Resources will also be monitored for suitability and appropriateness with reference to issues relating to race and cultural diversity.

Exclusion and behaviour data will be monitored closely and issues that arise from this monitoring will be addressed.

This policy was endorsed by the Governing Body on 24th June 2002.

Revised: July 2007