

Staple Hill Primary School

Racial Equality Policy

Written by: Governors and Staff, Staple Hill Primary School

Rationale

Staple Hill Primary School is committed to ensuring that all members of the school community feel valued and respected regardless of race or ethnicity. Racism and intolerance of any kind are unacceptable and will be challenged. Everyone should be treated according to his or her needs and rights, and diversity should be respected, valued and celebrated.

We aim to reflect the diversity within society and ensure that the education we offer fosters positive attitudes to all people and are committed to giving all members of our school community the opportunity to achieve the highest possible standards.

We accept the findings of the Stephen Lawrence Inquiry Report, with particular respect to the Macpherson definition of '**institutional racism**', which is:

'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people.'

Aims

At Staple Hill Primary School we will:

- Celebrate a diverse community which is highly motivated, united and free from racism and intolerance. We aim to promote this through the lessons we teach, the learning support we provide, our relationship with parents/carers and through all other activities
- ensure that anyone present on school premises should adhere to this policy
- be clear about what constitutes intolerance or discrimination
- build self-esteem and confidence in every member of our school community to enable them to challenge intolerance or discrimination
- develop and implement specific procedures to deal with incidents of racist behaviour quickly as per the school's Discipline Policy (see attached Racial Harassment Incident Form)
- work collaboratively with the Ethnic Minority and Traveller Advisory Service (EMTAS).

Guidelines

This policy reflects the current Race Relations Act. This policy must be read in conjunction with other related school policies – Equality, Diversity and Cohesion, English as an Additional Language, Teaching and Learning y, Special Educational Needs and Disability (SEND) & Inclusion, Behaviour and Discipline and Anti-Bullying.

The general duty requires us to:-

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Categories of racist behaviour

- Physical assault against a person or group motivated by intolerance, prejudice or discrimination
- Verbal abuse or threats, for example name calling, insults or racist jokes, including on Social Media
- Refusal to co-operate with others because of their ethnicity
- Incitement of others to behave in a racist way, including on Social Media
- Written abuse in the form of graffiti or racist literature, including on Social Media
- Any other form of racist behaviour, for example, racist comments in the course of a discussion, damaging property or personal possessions, including on Social Media
- Macpherson definition of 'institutional racism', which is in Rationale.

Monitoring and Evaluation

This policy will be evaluated, reviewed and amended as appropriate tri-annually by the Governing Body.

The Governing Body will monitor the policy by:

- assessing the impact of this policy on pupils, staff and parents of different racial groups including, in particular the attainment level of those pupils
- reviewing records of complaints in respect of Racial Equality
- checking for inclusion of the policy in induction programmes & assessing the availability of the policy

Document History

Date	Notes
Jan 06	Written & Approved by FGB
1 Feb 11	Reviewed by Staffing & Curriculum Committee
8 Feb 11	Ratified by FGB
20 Jan 14	Reviewed by Staffing & Curriculum Committee
6 Feb 14	Ratified by FGB

16 January 2017	Revised and reviewed by Staffing & Curriculum committee
2 February 2017	Ratified by FGB

Appendix A:

Racial Harassment Incident Form