

Cedars School of Excellence

Racial Equality Policy

Policy Owner: Mr F Speirs
Valid from Session: 2018-19



Rationale

This policy for racial equality applies to all members of the school community: students, staff, governors, parents, carers and visitors. The statement shall be all pervasive throughout the school and will also inform our approach to the development of all other policy statements.

In the writing of this policy, the school is aware of the following definitions:

‘A racist incident is an incident which is perceived to be racist by the victim or any other person. It may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion’

The Stephen Lawrence Inquiry, Report of an Inquiry by Sir William Macpherson of Cluny, February 1999, Recommendation 12.

Racial Harassment is: ‘Verbal or physical violence and/or behaviour towards individuals or groups on grounds of their colour, race, ethnic or national origin, religion or culture where the aggrieved believe the aggression was racially motivated, and/or there is evidence of racial motivation. Racial harassment includes attacks on property as well as people.’

Brighton and Hove Racial Harassment Forum (RHF)

Legal Duties

The school welcomes its duties under the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, national, cultural and religious groups and communities
- Eliminating unlawful discrimination.

Aims and Values

- We celebrate and value diversity in the school and treat every member of our school community as an individual.

- We support the aim that every member of the school community feels included and valued.
- We believe all students in the school are entitled to learning experiences that will enable them to achieve their potential and enrich their lives.
- We are committed to providing a high quality-learning environment, involving all and have high expectations of all staff and students.
- We aim to help every student develop a sense of personal and cultural identity that is positive and yet open to change, and that is receptive and respectful towards other identities.
- We support the development of self-respect and self-esteem in all students, staff and the wider community we serve.

In order to achieve these aims we are committed to preventing racial discrimination and promoting good race relations across all areas of school activity including:

- Progress, attainment, and assessment
- Behaviour, discipline and exclusions
- Student's personal development and pastoral care Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and the wider school community

Responsibilities

All members of the school community have the responsibility of implementing this policy and as such all members of the wider school community will be made aware of the school's racial equality policy as this is required.

However, there are a number of people/ groups with specific responsibilities regarding race relations:

The Board of Governors will:

- Ensure that the school complies with Race Relations legislation
- Ensure that the policy and its related procedures and strategies are implemented and monitored as is required.

The Headteacher will:

- Implement the policy and its related procedures and strategies
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support
- In conjunction with the board of governors, be responsible for dealing with reported incidents of racism or racial harassment and therefore take appropriate action in any cases of racial discrimination.

As is appropriate, school staff will work in partnership with parents, pupils and the wider school community to establish, promote and disseminate good practice regarding racial equality as well as tackle racial discrimination. Specifically, they will:

- Know how to identify and challenge racial bias and stereotyping
- Deal with racist incidents swiftly and appropriately
- Promote racial equality and good race relations and not discriminate on racial grounds
- Keep up to date with race relations legislation by attending training and information opportunities.

The wider school community will be expected to:

- Be aware of, and comply with, the school's race equality policy.

Breaches of the Policy

As soon as possible all incidents must be reported to either the Headteacher or a member of the Board of Governors who will then ensure that appropriate action is taken. It is important to note that even if a pupil reporting an incident does not wish it to be taken further, it must nevertheless be reported.

Breaches of the policy will be dealt with using the appropriate student or staff disciplinary procedures at the discretion of the Headteacher and/or Board of Governors.

We will ensure that parents/carers are aware of appropriate information and relevant incidents, as well as kept informed of the progress of any investigation.

Support for People Experiencing Racial Incidents and Harassment

We recognise that all individuals will need immediate support and must be reassured that the matter will be treated seriously. The support of external agencies will be used if appropriate.

In the event of an incident involving a pupil, staff should provide appropriate support for the individual. This may include:

- Listening attentively
- Reassuring the pupil that telling an adult is the correct and best course of action
Remaining calm and reassuring
- Accepting their language and terminology
- Remembering that to confide in a member of staff may need considerable courage
Acknowledging the feelings of the young person
- Showing they understand the difficulty in discussing the matter

- Establishing whether the incident is part of a pattern
- Reassuring but also clearly explaining the need to take the matter further

If the student is clear that they do not want any further action to be taken, the incident should nevertheless be reported and recorded.

At Cedars School we also recognise that members of staff, parents/carers and governors can also experience racial harassment from members of the school community or visitors. Therefore, in the event of this we will support them in the same ways that have been outlined for students.

Racial Equality Good Practice

Inclusive Language

We can all recognise the power of language, in both verbal and written communication. We all have an individual responsibility to use language that respects and includes all communities. If we fail to exercise this responsibility, language could discriminate and exclude people, and may, regardless of intent, cause offence.

Language which causes offence is unacceptable, for example:

- Derogatory name-calling
- Verbal abuse and threats
- Insults and racist jokes
- Racist graffiti
- Lewd comments about dress or appearance

All staff and pupils have an individual responsibility to use inclusive language to communicate accurately and effectively, and to ensure that they do not exclude groups of individuals, or cause offence. We should all be aware of the impact that our language has on others, and we should always use acceptable and appropriate language.

Monitoring and Review

In order to facilitate positive race relations throughout all areas of the school, this policy will be used to inform new school policies as they are developed and to modify existing policies as they are reviewed, if this is required.

The headteacher and the board of governors will review and modify this policy as is necessary to ensure the effective implementation of the outlined aims within the school.