

Holy Spirit Catholic Primary School



Race and Equality Policy

This policy was approved by	Governors
Name	
Position	Governors
Date	Sept 2021
Review Date	Sept 2023

Mission Statement

Our school is a place where we respect the views and value the opinions of everyone.

We encourage the development of behaviour and attitudes which reflect the life of Christ and the teachings of the gospel and so nurture the appreciation of every individual regardless of race, gender, colour or creed.

We endeavour to involve teachers, parents, governors and the wider community in the spiritual, intellectual, emotional and social development of our children.

We strive to help our young people become more independent, making their own decisions and taking responsibility for themselves and others.

“Jesus holds my hand and guides me on my way”

Race Equality Policy – September 2021 (Review: September 2023) **Includes procedures for Dealing with Racist Incidents**

Rationale

The children and staff of Holy Spirit Catholic Primary School are part of a Christian, multi-ethnic society. The local and national community is rapidly changing, and we should embrace this change and celebrate our diverse society. To enable each and every person to gain maximum benefit from their education and for all to be happy and safe, the school must eliminate any inequality, or any bias based on race, religion or culture and positively recognise the contribution of a multi-ethnic approach.

Purposes

- 1 The policy will ensure that the provisions of the Equality Act (2010) underpin all aspects of the school's work.
- 2 To ensure that a comprehensive education is offered to all children irrespective of their race, religion, language and cultural background.
- 3 To recognise, value and record the full range of children's achievements.
- 4 To promote positive self-esteem and self-regard in all children.
- 5 To ensure that children value and respect others for their differences as well as their similarities.
- 6 To foster harmony and tolerance of others irrespective of race, language, cultural background and religious values.
- 7 To eliminate any kind of racial discrimination, prejudice or harassment and to refuse to tolerate those who indulge in such practices, whether verbal, physical or institutional.

Guidelines

Children

- 1 The school will constantly review its practices and procedures to ensure ALL children have equal rights, equal opportunities and equal access to a full and comprehensive education.
- 2 Teaching and learning materials will be regularly monitored to ensure they are bias free and reflect the cultural background and lifestyles of our school and society.
- 3 Schemes of work will be reviewed so that their teaching and learning is not promoting the white European tradition.
- 4 Induction programmes for new staff and CPD generally will address issues relating to this policy.
- 5 The school rules will include statements relating to this policy.
- 6 All staff must be clear in their support for victims of racist incidents and the school will deal effectively with the perpetrators within procedures laid down in the school Behaviour Policy..
- 7 Positive action will be taken by the school, through its stated aims, publications, assemblies, curriculum and pastoral structure, to promote an ethos that values and respects all children and reflects a wide variety of cultural backgrounds.
- 8 All children will be encouraged and supported to take a full and active role in school life, including the full range of curriculum enrichment activities.
9. All children will be encouraged to have a voice and to support the aims of this policy and to support the monitoring and evaluation of it.

Procedures common to the behavior, anti-bullying policy and anti-racism policy:

Children

If a child is alleged to have used racial abuse or a racist term towards another child or staff or visitor to the school the following procedure will be undertaken:

1. The incident must be recorded by the person reporting it-this will be signed and dated in the racial incident book kept in the school office.
2. The person should then notify the Headteacher or Head of School **immediately**.
3. The incident will then be promptly investigated by the Head or Deputy and a report made in the racial harassment book kept in the school office. The report must be signed and dated.
4. Depending on the outcome of the investigation and whether or not the racial abuse or racist language is a first offence, the following courses of action may be taken:
 - Discussion with child/ren which enables child/ren to understand the seriousness of their actions
 - Inclusion of work with class e.g during assemblies, circle time etc.
 - Sanctions (Consequences)
 - Referral to Learning Mentor
 - Letter to Parent
 - Meeting with Parents
 - Referral to Head of School or Headteacher
 - Fixed term exclusion.
5. If a child is involved in a racist incident, parents will be informed as soon as possible so that school and home can work together to eradicate the racist behaviour. A phone call will be made followed up with a letter and a request for a meeting.
6. Continued racial harassment by a child will lead to a fixed term exclusion and the involvement of the Anti-Social Behaviour Team.
7. Race incidents will be collated termly and used to inform any adjustments to school practice.
8. The authority will be notified by completion of an ON LINE form after an investigation.

Procedures for staff

Disciplinary action will be taken if any staff are perpetrators of racial harassment. This will follow agreed disciplinary procedures.

Procedures for visitors or parents

Any parent or visitor involved in racial harassment will be informed in writing that this is unacceptable and that legal action may be taken. This is in accordance with the school's Zero Tolerance Policy. Any subsequent racial harassment will lead to the person being banned from the premises. The police will be informed of any racial harassment towards a member of staff.

Staff

- 1 Recruitment and selection procedures are consistent with the statutory Race Relations Code of Practice in Employment and other Equality legislation.
- 2 Everyone involved in recruitment and selection adheres to this code.
- 3 Steps are taken to encourage people from under-represented minority groups to apply to positions at all levels in the school.
- 4 The recruitment and selection process is monitored and reviewed to ensure that discrimination is not taking place.
- 5 The school monitors the employment and professional development of staff by ethnic group.
- 6 Individual staff effectiveness in dealing with racial equality issues is addressed through various line management mechanisms.
- 7 The school takes active steps to ensure that selection for redundancy avoids racial discrimination.

Parents, Governors and Community Partnership

- 1 Parents are welcome and respected in school.
- 2 People from minority ethnic communities are encouraged to become school governors.
- 3 Governors are encouraged to play an active role in the life of the school in order to fulfil their monitoring duties.
- 4 The school seeks to support all governors in performing their role.
- 5 All parents are regularly informed of their child's progress.
- 6 Minority ethnic parents are encouraged to be involved in the school.
- 7 The school's premises and facilities are equally available for use by all ethnic groups.

Monitoring

- 1 Those responsible for policies will monitor and review their operation to evaluate their impact on children, staff and parents of different racial groups, in particular, we must evaluate the impact on the attainment level of such children.
- 2 To monitor our children's attainment, we will collect information about children's performance and progress, by ethnic group, analyse it and use it to examine trends. To help interpret this information we will monitor other areas that could have an adverse impact on children's attainment such as:
 - Exclusion
 - Racism, racial harassment and bullying
 - Curriculum, teaching and learning (including language and cultural needs)
 - Punishment and reward
 - Membership of the governing body
 - Parental involvement
 - Working with the community
 - Support, advice and guidance

Conclusion

This policy is to be viewed in conjunction with the other key school policies SEN and Inclusion Policy; Anti-Bullying Policy; Exclusion Policy; (Staff) Disciplinary Policy and should be seen as making a positive contribution to the school's highly inclusive and caring ethos.