



DAUBENEY MIDDLE SCHOOL

**RACIAL EQUALITY
POLICY**

The Macpherson Report (1999)

The Macpherson Report has raised fundamental questions about racism and institutional racism in public organisations.

The Report defines institutional racism as:

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 amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

The Council has endorsed the Macpherson Report's definition of a racist incident, i.e.:

'A racist incident is an incident which has been perceived to be racist by the victim or any other person'

It has also required its adoption throughout the Council.

Values and principles

Daubeney Middle School endorses the following values and principles:

- Commitment to equality of opportunity for all
- Commitment to the eradication of racism, xenophobia and discrimination on grounds of religion
- Recognition that every learner should be equipped with the knowledge, skills and achievements which they need for full participation in society
- Recognition that every learner should be encouraged to develop skills of non-violent conflict resolution
- Expectation that everyone will contribute to reducing and removing violence and harassment from schools
- Commitment to fostering attitudes of open-mindedness, empathy and understanding between different ethnic heritages
- Commitment to fostering respect for the identities of pupils, students and staff, and their experiences, histories and concerns
- Recognition that all learners are entitled to a multicultural and anti-racist education

- Commitment to creating school and wider communities to which all their members can feel they belong
- Recognition that every racist incident, whether or not it arises from racist intent, provides an opportunity for learning
- Recognition that pupils, parents, employees and the wider community, can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages
- Recognition that there must be active monitoring and evaluation of policies and practice
- Recognition of the need for public accountability in reporting on racist incidents, follow up action and outcomes

Policy and practices

Daubeney Middle School aims to:

- Foster an ethos of empathy, respect and understanding
- Make pupils, staff, parents and visitors aware that racial harassment, bullying, abuse, graffiti and other racist behaviour, in any part of the school, and by pupils to and from school, will be challenged and will not be tolerated
- Empower pupils to report racist incidents within a framework that recognises the right of the child or young person to be heard
- Recognise the right of the pupil to involve an adult external to the school to express her/his perceptions
- Ensure that all staff, including administrative and support staff, are familiar with, and able to implement, the procedures for dealing with and recording racist incidents
- Insist that staff are vigilant with regard to behaviour among pupils, and look out for, and respond appropriately to reports of, bullying and harassment
- Involve pupils and parents in agreeing principles and procedures for dealing with racist incidents, including bullying and harassment, and play their part in dealing with such incidents
- Ensure that recreation areas encourage and promote positive and co-operative behaviour among pupils

- Eliminate racial discrimination from, and promote racial equality in, employment
- Enable the Governing Body to determine policy and receive regular reports on progress on the implementation of policies and procedures, and to be kept informed of all racist incidents

The school will identify both a named senior member of staff to oversee the recording and monitoring of racist incidents and a Governor to oversee the implementation of policy.

Dealing with racist incidents

Racist incidents can cover a range of occurrences, from violence which has a racist motivation, to use of language which causes offence but arises from ignorance or thoughtlessness rather than from any overtly racist motivation.

With some racist incidents, it may not be necessary to proceed to investigation. Nevertheless, the nature of, and the resolution to, the racist incident should be recorded. Other racist incidents will require investigation and, where necessary, further action under the school's Behaviour Policy.

The person responsible for the incident should be provided with the opportunity to learn from the incident. In some instances, for example where racist behaviour arises out of ignorance, counselling should be provided.

It will also be appropriate to involve the parents, both of the person responsible for the incident and of the person subject to the incident. The person who has been the subject of a racist incident needs to be appropriately supported.

In rare instances it will be necessary to refer a racist incident to the Police. The threshold which will normally trigger Police involvement is where there is violence which leads to physical harm and/or intimidation.

Daubeney Middle School recognises that the following could constitute misconduct with a racist motive:

- Physical assault
- Racist graffiti
- Derogatory name calling
- Racist insults
- Racist jokes
- Comments which are offensive on grounds of colour, race, ethnic and national origin, nationality and citizenship
- Drawings which are offensive on grounds of colour, race, ethnic and national origin, nationality and citizenship
- Bringing to school, material which is racist, including leaflets, comics or magazines

- Wearing racist tattoos, badges or insignia
- Extortion
- Intimidation
- Using threatening words
- Using taunts
- Using ridicule
- Theft
- Damage to personal property
- Incitement of others to behave in a racist manner
- Verbal abuse

Recording racist incidents

All racist incidents are to be recorded.

The record should include:

- Date
- Name(s) of pupil(s) involved
- A classification of the incident, with further description of what happened where appropriate
- Ethnicity, religion, nationality of persons involved
- Action taken to support the person(s) who has/have been the subject of the incident
- Action taken in relation to the person responsible for the incident
- The nature of the contact with the parent

Staff related issues

School staff are expected to:

- Take responsibility for implementing the school's racial equality and racial harassment policies
- Support the school in fostering a positive atmosphere of mutual respect and trust among pupils from all ethnic groups
- Ensure that play and leisure areas provide a positive environment for pupils from all ethnic groups
- Deal with incidents whenever they occur

The school will ensure that:

- All racist incidents and complaints of racial discrimination and racial harassment against staff are recorded and investigated
- Active steps are taken to protect staff from racist bullying or harassment by pupils, parents, visitors and other staff
- Where appropriate, racist incidents are dealt with through the school's support service's disciplinary procedures

- All staff have access to the school's Grievance Procedures in the event of being subject to racist incidents, including racial discrimination and racial harassment
- Staff induction covers the school's support service's policy and procedures for dealing with racist incidents
- All staff are trained on how to implement the school's racial harassment policy and procedures; this training should be regular and on-going
- Good practice and effective strategies for dealing with racist incidents are shared between staff
- Staff effectiveness in dealing with racist incidents are monitored and evaluated

With respect to contract staff, including supply staff who are employed by another organisation, the employing organisation should be informed of the school's expectations and procedures, and the organisation required to inform its staff. Where such staff are not employed by an organisation, they should be informed of the school's racial equality and racial harassment policies and receive training on the school's procedures for dealing with racist incidents.

Complaint against Headteacher(s)

Where the Headteacher(s) is/are responsible for a racist incident, this should be investigated by a member of the Governing Body, e.g. the Chair of the Personnel Committee, with appropriate personnel advice. Other than this, the Headteacher(s) will be subject to the same rights and expectations as other members of staff at the school.

Parents

Procedures for dealing with racist incidents will be set out in the Home School Agreement.

Governors

Where a Governor is responsible for a racist incident, it will be for the Governing Body to decide what action should be taken. Where a Governor is subject to a racist incident, the Governing Body will decide how the Governor should be supported, the nature of the investigation and the action following that investigation.

Action taken by the Governing Body should be consistent with the values, principles, policies and practice set out in these guidelines and in the school's procedures for dealing with racist incidents.

Visitors (including parents)

Where a visitor (who might also be a parent of a child at the school) is responsible for a racist incident, this will be reported to the Headteacher who will take some or all of the following actions:

- Inform the visitor that the school does not tolerate racist behaviour
- Invite the visitor to leave the premises
- If the visitor is employed by an organisation, inform the visitor that the organisation will be informed of the racist incident
- Inform the organisation accordingly
- Inform the Tell Us campaign (Bedford Race Equality Council)
- Contact the Police

Monitoring and Reporting

It is essential that records are kept of racist incidents to enable the school and the LEA to identify any patterns of behaviour whereby individuals or groups can be shown to be regular victims or perpetrators of racist incidents.

School Records

All incidents which are perceived to be racially motivated by any party, will be recorded on the Council Behaviour Log. Daubeney Middle School will keep a central record and place copies in appropriate individual files.

The examination of these records on a regular basis will provide the school with a picture of the frequency and nature of racist incidents and give some indication as to how effectively the school is combating such behaviour.

Reporting racist incidents

The school will provide annual data to the Governing Body on the numbers of racist incidents, disaggregated in line with the data provided on the Racist Incident Records. The Governing Body will use this, and other supporting information, to review the school's policy and practice on dealing with racist incidents.