



Race Equality Policy

General Principles and Policy Requirements

Introduction

Cleeve School intends that all its members should receive their education unhindered by discrimination. Cleeve School provides education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to:

"Prepare all students for a life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds."

Cleeve School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Students should be provided with the opportunity to experience, understand and celebrate diversity.

Cleeve School will abide by the Gloucestershire LA's Racial Harassment in School Guidelines to eliminate discrimination, and will undertake to ensure that all its members have an equal chance to make good use of the education it offers.

The definition of institutional racism

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

The definition of racial harassment

There is no specific definition of harassment. However, what appears below is guidance from the Gloucestershire CC Harassment at Work policy:

Racial harassment is discrimination on the grounds of race within the meaning of s.1(1) (a) of the Race Relations Act 1974. The Act defines *racial* discrimination as being;

"Where a person treats another person less favourably *on racial grounds* than he treats, or would treat, someone else. 'Racial grounds' means any of the following grounds: colour, race, nationality (including citizenship) or ethnic or national origin".



Race Equality Policy

Examples of Racial Harassment:

Verbal Conduct of a Racist Nature:

- Derogatory name calling
- Being subject to racist jokes and pranks
- Malicious comments
- Hostile attitudes

Non-Verbal Conduct of a Racist Nature:

- Display of racial insignia or materia
- Graffiti
- Damage to personal property
- Denial of opportunities or exclusion from social activities because of ethnic origin or on the grounds of race.

A person who has experienced a racial incident can be said to be the victim of racial harassment.

The definition of a racist incident

"Any incident which is perceived to be racist by the victim or any other person"

Implementing and reviewing Race Equality - role of teachers, departments, HoY and senior management

- each subject/curriculum area should nominate one member of staff to monitor all aspects of race. The nominated members of staff will have the opportunity of acting as co-ordinators and of providing a direct link with their respective member of the Senior Management Team through oversight meetings.
- matters relating to racial equality should appear on all 'in school agendas' at least once during the academic year.
- HoDs and HoYs should monitor the placement of students in groups.
- Teachers should be aware that the curriculum may perpetuate stereotyped attitudes.
- Teachers should be encouraged to examine the cultural assumptions and biases contained in their own attitudes as well as in the material content of the syllabuses and resources.
- All teachers at Cleeve School know their expectations affect the achievements, behaviour and status of the students.



Race Equality Policy

Cleeve staff should be aware, whatever the race or ethnic origin, of a student's own values, religious beliefs, skills and experiences. Cleeve students must be encouraged through the curriculum to explore and share the ideas and opinions of others. Elements of the curriculum content should be so selected and presented that they engage each student's feelings as well as giving them skills and information. Cleeve School should aim to highlight those areas of school life where these experiences are being achieved.

Dealing with racial abuse

NEGOTIATION is the key to success when dealing with racial abuse or racist incidents. It is, therefore, essential that any attempt at defining procedure should not remove the possibilities of compromise and re-adjustment among the parties concerned. Understanding and education are vital to achieving changes in attitudes.

Students should be encouraged to discuss any instances where racial harassment occurs or where the promotion of racial equality is hindered. This could be individually with their tutor or Head of Year or in groups.

The senior manager with responsibility for the race equality policy will be involved in dealing with all incidents to ensure consistency of action.

Denial of Racial Equality by aspects of the school organisation

Parents, students or members of staff may believe that certain features of policy - be they at a year, departmental or school level - have the effect of denying the equality of opportunity which the school has undertaken to promote.

Should such problems occur it is essential that the Headteacher be informed. The Headteacher will act in accordance with the guidelines set down within the Gloucestershire LA's Racial Harassment in Schools Guidelines.

Incidents of racial abuse or harassment between students and from students to staff

Staff should bring to the attention of the identified member of the Senior Management Team any incident in which they are victims of racial harassment or abuse which falls within the scope of this policy.

It is important that a student should feel able to report to staff any instance of racist or discriminatory behaviour.



Race Equality Policy

In cases of racial abuse the victim will be informed of the action taken to deal with the offence, parents, staff and governors will be informed of the action taken to deal with the offence. In all cases the LA Racist Incident Report Forms will be filled in and sent to the education department at Shire Hall. A copy of the form will be sent to governors and will also be put on file and kept at Cleeve School.

In some cases the disciplinary procedures may result in a student's temporary or permanent exclusion from school.

Incidents of racial abuse or harassment between members of staff

The aggrieved member of staff should immediately inform the Headteacher of the incident.

The Headteacher should instigate an immediate investigation into the complaint. Every effort should be taken at this stage to resolve the difficulties.

Where there is a total inability to resolve the difficulties and there is a prima facie case of serious abuse the complaint should be pursued in exact accordance with the agreed Disciplinary Procedures for Teachers. At any time the aggrieved member of staff has the right to communicate the issue to the Commission for Racial Equality and legal proceedings might well be instigated.

Where issues are related to an individual's professional development, the member of staff concerned should communicate with the Senior Staff Development Tutor or Headteacher.

Incidents of racial harassment or racial abuse from a member of staff to a student

If a teacher is accused of action contrary to Cleeve School's Race Equality Policy the student will be interviewed by two members of staff, one of whom will be the Tutor or HoY. The aim of this meeting will be to establish the facts. The Headteacher will then be informed. The member of staff concerned should be given the opportunity to discuss the circumstances with the Headteacher in the presence of, if appropriate, the teacher's union representative.

In the event of a failure to negotiate a solution satisfactory to both parties and where there is a prima facie case the LA's Disciplinary Procedure for Teachers should be invoked.

Incidents of racial harassment or racial abuse involving a visitor to the school- parent, governor, contractor or any other visitor.

Cleeve School considers parents, governors and all other visitors to the school, including contractors, to be within the remit of this policy when on the school site or on the telephone to a representative of Cleeve School.

Race Equality Policy

The victim of harassment should immediately inform a member of the senior team of the incident.

The senior manager with responsibility for racial equality should instigate an immediate investigation into the complaint. Every effort should be taken at this stage to resolve the difficulties. This will involve explaining to the perpetrator the unacceptability of behaviour and the request for it to stop immediately.

The reporting forms apply to any racist behaviour on the school site therefore racist incidents form will be sent to Shire Hall in the same way that they are sent when incidents involve students or staff.

Where there is a total inability to resolve the difficulties and there is a prima facie case of serious abuse the complaint should be referred to the police.

Where a visitor is the victim of racial harassment the school will deal with the incident according to the policy detailed above. The victim will be supported by the school and can seek further support from the local Racist Incident Group or by telephoning the county helpline

Recording Information

In the case of an abuse of Cleeve School's Race Equality Policy the following steps should be taken

Students

The Head of Year should record in the student's file the details of the incident and follow up. This should be done in conjunction with the Senior Member of Staff with responsibility for the Race Equality Policy. The details will be recorded on the Gloucestershire County Council's Racist Incident Report Forms, one copy of which will be sent to the LA, another to the governing body and a further copy will be placed on file.

Although this document will remain in the student's file, the school recognises that it will be of diminishing relevance. Custodians of files are reminded of the distinction between holding information as a matter of record and using it in circumstances where it is no longer current.

Staff

Procedures should be followed in exact accordance the LA's Disciplinary Procedures for Teachers.

The purpose of these procedures and strategies is to correct the alleged perpetrator and also to demonstrate support for the aggrieved. Where the complaint is against the Headteacher this should be raised with the Governing body.



Race Equality Policy

Governors

Details of racist incidents will be forwarded to the Chair of the Student Provision committee. In the interests of confidentiality the incidents will be discussed by this committee without reference to names. Only the Chair will have full details of students by name.

The Chair of the Student Experience committee will submit an annual report to the full Governing Body which will include a summary of the key issues identified in the section on Monitoring by Ethnicity.

Monitoring by Ethnicity

Cleeve School recognises ethnic monitoring as essential to ensure that minority ethnic students are not being disadvantaged, and that monitoring leads to action planning. (Essentials are in **BOLD** type)

We will monitor:

- **Admissions**
- **Attainment**
- **Attendance**
- Punctuality
- Rewards
- Sanctions
- **Racist incidents and action taken**
- **Exclusions**
- SEN
- Post 16 destinations
- **Selection and recruitment of staff**
- **Governing body representation and retention**
- Information to parents

Managing, monitoring and evaluating the Safeguarding Children Policy

The Race Equality policy will be monitored and evaluated in line with Cleeve School's Race Equality Targets. These are updated and exist between the policy reviews. This in turn, will be monitored by the relevant member of the Governors and feedback given annually at Governors meetings. The designated coordinator will ensure that current procedures are monitored and evaluated throughout the year.

Policy Last Reviewed December 2009.

Next review due in December 2011.