



## West Winch Primary School

### Racial Equality Policy 2018

#### Introduction

At West Winch Primary School we are committed to further developing anti-racist beliefs and attitudes. It is our intention that they form an integral part of the curriculum, reflecting the multicultural society in which we live. We believe that all pupils are entitled to equal regard just as they are entitled to equality of opportunity in learning. At West Winch Primary School we aim to create an environment where members of the school experience no racism, whether or not it is directed at them. This is fostered throughout the school as a whole; including staff, parents, pupils and Governors. We aim to foster positive behaviour, language and attitudes towards others in a secure, safe environment. Should any form of racism in school come to the attention of staff, this will be noted as serious negative behaviour and dealt with according to Local Authority procedures. We will work to dispel the ignorance and distrust which breed prejudice and discrimination.

#### Guiding principles

- That all pupils are entitled to equality of opportunity and regard whatever their racial or ethnic group, religious beliefs or social background.
- That all pupils should learn about the concepts and values of different faiths and cultures and to celebrate and enjoy the similarities and differences.
- That all pupils should be prepared for life in a multicultural society.
- That all pupils should have the right to be safe from physical or verbal harassment.
- That all members of our school community should be involved in implementing the policy.
- That the Policy for Racial Equality should encourage respect and tolerance between different ethnic groups within the school.

#### Identification

A racist incident can take the following forms:

- Physical harassment — including violent attacks or physical intimidation, as well as ‘minor’ intimidation which is cumulative in effect.
- Verbal harassment — name calling, ridiculing a person’s background or culture, off the cuff remarks which cause offence.
- Non co-operation and disrespect — ostracism, refusing to work with or show respect may be a racist incident if there is evidence of racist motivation, or the ‘victim’ perceives such a motive.
- Inadvertent disrespect, e.g. ignorance by a member of the school community of a pupil’s cultural practices which causes the pupil to feel harassed or uncomfortable.

- Stereotyping — this can sometimes be the most subtle form of racism because it can lead to racial discrimination.
- Other incidents such as racist jokes and vocabulary, graffiti, racist badges and literature.
- The hidden curriculum — the use of inappropriate teaching materials.
- Harassment via technology will be dealt with accordingly.

### **Referrals**

We aim to continue to develop strategies to ensure that all members of the school community are sensitive to, and responsible for, reporting and dealing with any racist incident. Pupils will be encouraged to inform staff of racist incidents which happen during school activities - and view this as a whole school responsibility through activities in PSHE and other curriculum areas. Information regarding a racial incident may be presented by the individual, groups of friends, Governors or via parents and will be treated by staff in a sensitive manner. All staff should report directly to Head Teacher/Deputy without delay, any incident of suspected racism.

### **Procedures**

- Immediate action by a teacher or supervisor will be concerned with separating the perpetrator and victim, to diffuse the situation where abuse or attack appears to have taken place, reassure the victim and allow the alleged perpetrator to consider the consequences of the impact of his or her behaviour.
- Counselling for the victim as appropriate.
- Implement action plan to address behaviour. Sanctions will be in line with current school Positive Behaviour Policy.
- Staff to record incident and Headteacher to record in incident book and notify the Local Authority by recording under 'My School' section of the Norfolk County Council website.
- Any action will involve discussions with the class teacher and parents.
- All reported racial incidents will be fully investigated and documented.
- In cases where physical injuries have been sustained and medical treatment is required, then the Headteacher can refer the child for any appropriate support from outside agencies.
- All staff will be informed of pupils involved in a racial incident or of any potential incidents and what action to take.
- For serious and persistent offences the Headteacher and Governors will be informed and details recorded. Parents/carers of those involved will be informed.
- The Local Authority will be informed of the pattern and frequency of racist incidents in school.

### **Monitoring**

The Governing Body reviews this policy and considers any amendments in the light of current school findings.

Please also refer to the following school policies:

*Equal Opportunities Policy*

*R.E. Policy*

*Anti-Bullying Policy*

*Positive Behaviour Policy*

Racial Equality Policy Adopted: Autumn 2018

Racial Equality Policy Review: Autumn 2020

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal tail stroke.

Heather Habbin - Chair of Governing Body