



# Statement for Racial Equality



## Contents

- Introduction
- Aims
- Objectives
- Racism & Racial Harassment
- Concluding statement

<b>Approved</b>	Staff and Governors
<b>Policy Date</b>	Summer 2024
<b>Review Date</b>	Summer 2027



## **Introduction**

We are committed to giving all our children every opportunity to achieve the highest standards in all aspects of school life, regardless of their race and heritage. Within our ethos of equality of opportunity, support and achievement we do not tolerate racial bullying or harassment of any kind. We aim to reflect the multicultural nature of our society and ensure that the education we offer fosters a positive attitude to everyone, regardless of race, culture or beliefs. We believe that children, staff and parents should be allowed to work within a supportive school environment free from threat, unjust treatment or harassment.

This document is based on the general and specific duties as detailed in The Race Relations Act 1976, the Race Relations (Amendment) Act 2000 and the Duty to Promote Race Equality Code of Practice 2002 including the non-statutory A Guide to Schools within the same document.

## **Aims**

It is our aim to reduce racial discrimination and to promote equal opportunities and good race relations in all areas of school life. We recognise the far-reaching nature of this and, at Grand Avenue Primary and Nursery School, this will include:

- Creating an ethos where all pupils and staff feel valued and secure.
- Building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others.
- Having consistent expectations of pupils and their learning.
- Promoting racial equality and equity through our correspondence with parents, regular consultations with parents and members of the local community. This will also be demonstrated in displays of work.
- Making clear to pupils, parents and staff what constitutes aggressive and racist behaviour.
- Ensuring all pupils, parents and visitors to school are aware of the consequences of racist behaviour.
- Ensuring all teachers and pupils challenge racist behaviour and are trained in dealing with racist incidents.
- Removing or minimising any known barrier to learning for pupils from the global majority.
- Identifying clear procedures for dealing with incidents of racist behaviour.

## **Objectives**

To fulfil our aims the following objectives will be undertaken by all school staff:

- Ensuring equality of access to the curriculum for all pupils from the global majority.
- Using teaching aids and materials which reflect our society, without stereotyping.



- Employing teaching methods that will encourage positive attitudes to ethnic differences, cultural diversity and racial equality.
- Promoting attitudes and behaviour which will challenge racist behaviour.
- Providing opportunities for all pupils to appreciate and respect their own culture and the culture of others.
- Providing opportunities for all pupils to celebrate the diversity of our society.
- Seeking the involvement of parents in supporting their child's education.
- Planning and delivering lessons which meet the demands of the National Curriculum and the needs of the pupils, taking into account cultural diversity within our school.
- Providing educational visits, extra-curricular activities and speakers that offer a positive reflection of our society.
- Monitoring the progress and achievements of children from the global majority.
- Identifying any groups of children who may be at risk from prejudice due to unconscious bias of staff.

## **Racism & Racial Harassment**

The definition (recommended by the Stephen Lawrence Inquiry) of a racist incident is:

**“Any incident, which is perceived to be racist by the victim or any other person”**

The Stephen Lawrence Inquiry gives the following as a definition of “institutional racism”

*“The collective failure of an organization 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 amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people”*

Incidents may include:

- Threatened or actual physical assault
- Verbal abuse
- Expressions of prejudice calculated to offend others or to influence the behaviour of others
- Racist graffiti
- Distributing racist literature
- Wearing of badges or symbols belonging to racist organizations
- Name calling
- Teasing in relation to language, religion or cultural background

Our school recognises that:



- Racial harassment may be one aspect of an incident which also has other dimensions.
- Every member of the school community is responsible for being mindful of their choice of words and the implications of these; comments may be made by other adults as well as by children.
- Incidents may involve group as well as individual behaviour.
- Racist behaviour can occur without any person from the different ethnic group being present.
- Incidents of a racial nature should be explored regardless of their extent; repeated and intentional microaggressions should be discussed in addition to explicit verbal abuse of a racist nature.
- Actions or expressions may include negative body language – for example the refusal to sit next to or work with a child of a different ethnicity.

Any form of racial harassment is unacceptable in our school. This includes verbal abuse, physical assault or damage to property. The agreed procedures for dealing with a racist incident are as follows.

*If witnessed directly:*

- Incident to be stopped immediately.
- Transgressor and victim to be separated.

Then follow the procedures below

*If not witnessed by an adult or reported by a pupil*

- Explore events leading up to incident
- Explain to perpetrator why their actions are misguided and the possible impact of the action
- Comfort the victim and give reassurance
- Ask perpetrator to reflect on their actions, if appropriate to apologise
- Explain to the victim what the consequences of this incident will be. (This will depend on severity of action, first offence etc...SLT will give guidance)
- Inform the class teacher of the incident
- Record incident on Edaware system
- Inform the Headteacher of the incident
- Inform the parents of the perpetrator and the victim
- Explain to the victim and victim's family what the consequences of the incident will be.
- Use restorative justice approach when suitable

**All racist incidents are reported to the Headteacher, the Governing body and the borough.**

**Concluding statement**



We aim to reflect the diversity of our society through the National Curriculum programmes of study, additional extra-curricular activities and visitors. All staff are flexible in their planning and offer appropriate challenges to all pupils regardless of ethnicity. We hope that through listening and responding to the needs of our pupils and providing good role models and investigating all incidents fairly, that all forms of racist behaviour in school will be reduced to a minimum .