Race Equality and Racial Incident Monitoring Policy

January 2024

Approved by the Governing Body Strategy Group 18/01/24

This Policy is due for renewal in Term 3
2024–25

RACE EQUALITY AND RACIAL INCIDENT MONITORING POLICY

OF

GODINTON PRIMARY SCHOOL

SECTION ONE – INTRODUCTION

Godinton Primary School is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi ethnic society. The school will strive to promote race equality in all dimensions of the school's life and community.

We will:

•   Take positive action to eliminate racial discrimination and harassment

•   Promote equality of opportunity for all members of the school community

•   Promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the school workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the school places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We recognise we live in a multi-cultural and multi faith community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report:

Racism   Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.

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

We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

SECTION TWO – SCHOOL POLICIES

All school policies will have an explicit aim of promoting race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

SECTION THREE – CURRICULUM

Godinton Primary School provides a broad and balanced curriculum for all pupils. The school accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils

- Responding to pupils' diverse learning needs

- Overcoming potential barriers to learning and assessment for individuals and groups of pupils

We recognise that citizenship presents opportunities for encouraging respect for diversity.

Our curriculum co ordinators are responsible for ensuring their subject programmes/schemes of work raise awareness of multi cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the purchase of resources, our curriculum co ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

SECTION FOUR –TEACHING AND LEARNING

Godinton Primary School strives to ensure that teaching and learning styles include and raise achievement of all pupils.

We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an Additional Language.

We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

SECTION FIVE– COMMUNITY CONSULTATION AND PARTNERSHIP

Godinton Primary School is committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

We welcome representation on the school governing body to try to ensure it reflects the ethnic profile of our school population and the community.

We welcome community volunteers to ensure the school's volunteer profile reflects the ethnic profile of the school population and the community.

We take positive action to ensure that communication is accessible to all.

We ensure that all community groups using the school building are aware of our Race Equality Policy.

SECTION SIX – RACIAL INCIDENTS

Godinton Primary School will not tolerate any form of racial harassment or abuse.

We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

A racist incident is any incident which is perceived to be racist by the victim or any other person.

The school has a racial incidents policy procedure (which is attached as an appendix). The Head Teacher is responsible for implementing the procedure and ensuring that all members of the school community are aware of, and understand, the policy.

Any racial incidents are logged. The school uses the Real Time 'As It Happens' Survey on Kelsi to record details of any racial and bullying incidents which occur within school.

This is available at:

http://www.kelsi.org.uk/school-management/data-and-reporting/management-information/racial-and-bullying-reporting

The school also completes the annual racial incident report on Kelsi.

SECTION SEVEN – ETHNIC MONITORING

Godinton Primary School will ensure that ethnic monitoring of the pupil population and the work force is undertaken positively to ensure equality of opportunity and high achievement for all groups.

The Headteacher will ensure that all staff involved in recruitment, staff development and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

The Headteacher will ensure that data on the ethnic profile of the school is used to monitor the impact of policies on pupils, staff and parents / carers from different racial groups.

SECTION EIGHT – EQUALITY STATEMENT (Refer also to specific policies for equal opportunities and racial equality)

At Godinton Primary School, we are committed to ensuring equality of opportunity for all members of our school community irrespective of race, religion or belief, gender, gender reassignment, disability, sexual orientation, age, pregnancy or maternity, marriage and civil partnership or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality by challenging stereotypes and by creating an environment that champions respect for all. At Godinton Primary School, we believe that diversity is a strength that should be respected and celebrated by all those who learn, teach and visit us.

All school policies have an explicit aim of promoting equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

SECTION NINE – CHILDREN IN CARE

As for all our pupils, Godinton Primary School is committed to helping Child in Care (CIC) to achieve the highest standards they can. To this end staff will ensure that in delivering the curriculum they set suitable learning challenges of CIC, respond to the diverse learning needs of CIC, and help to overcome the potential barriers to learning and assessment for CIC.

SECTION TEN – MONITORING AND REVIEW

The Race Equality Policy is reviewed annually.

SECTION ELEVEN – RESPONSIBILITY

It is the responsibility of all members of the school community to:

•	Promote race equality and supports the implementation of the Race Equality Policy including the Racial Incidents Reporting Procedure

•	Behave in a manner which respects and values cultural and linguistic diversity

•	Challenge and eliminate racial discrimination, racial harassment and racial abuse

Appendix A Racial Incident Reporting Procedure

This procedure is an integral part of the Race Equality Policy for Godinton Primary School.

1. Definition of a racial incident

Godinton Primary School has adopted the following definition of a racial incident.

"A racist incident is any incident which is perceived to be racist by the victim or any other person."(Recommendation 12 of the Stephen Lawrence Inquiry)

A racist incident may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion.

Like the Police, the LA and other public authorities, we have a commitment to investigate any incident believed to be racist. It should be noted that the definition includes all groups and is not confined to a person's race or skin colour. As such, it requires effective listening supported by impartial investigation procedures that allow both the victim and the alleged perpetrator to be given a fair hearing.

Incidents will be investigated and recorded when there has been a perception or allegation that there was an incident even if it is found that they were unsubstantiated. Examples of a racial incident are set out in Section A16.

2. Roles and Responsibilities

•   The governing body is responsible for monitoring the policy.

•   The Headteacher is responsible for implementing the policy and procedures.

•   All members of the school community are responsible for following the procedures.

•   The LA will advise schools on the management of racial incidents and the findings from its monitoring.

3. Recording the Racial Incident Investigation

The Headteacher has overall responsibility (which may be delegated to an appointed senior member of staff) for managing racial incidents. S/he should ensure that the school has:

•Made it a requirement to investigate, record and report where there is a perception that a racial incident may have taken place.

•Communicated the school's commitment to tackling racial incidents to all members of the school community, including provision for this procedure to be made available in community languages where appropriate.

•Completed the Racial Incident Monitoring Form as soon as possible after an incident has taken place.

The Racial Incident Monitoring Form should be kept in a confidential central file for internal monitoring purposes.

There will be a central record of all racial incidents.

4, Management of Racial Incidents

a) Considerations for All Incidents:

- Investigate the incident thoroughly.
- Record the incident on a Racial Incident Monitoring Form in any instance where the victim or perpetrator is a pupil.
- Keep the situation under regular review to ensure that any harassment, abuse or victimisation has stopped and that the victim feels safe.
- Consider any curriculum implications, including the need for a special assembly or changes to the school's behaviour code or other policies.
- Support for the Victim (if a pupil). See 4b
- Support for the alleged Perpetrator (if a pupil). See 4c.
- Consider if there is a child protection issue in this case.
- Consider seeking advice from the Local Education Officer.

b) Support for the Victim (if a pupil)

- Take appropriate action to offer support to the victim.
- Meet with or contact by telephone the pupil's parent(s)/guardian/carer to discuss the matter and explain the action taken. An interpreter/translator may be needed at the meetings.
- Reinforce the school's commitment to tackling racist incidents.

c) Support for the alleged Perpetrator (if a pupil)

- An appropriate member of staff should intervene and take immediate action, for example, separating the victim(s) from the perpetrator(s).
- Any racist behaviour should be challenged immediately. The perpetrator should be told that his/her behaviour is unacceptable and will not be tolerated.
- Appropriate action should be taken to support, educate and monitor the behaviour of the perpetrator to ensure that the racist behaviour will not be repeated.
- The incident should be reported to the Headteacher and he/she should decide whether any further action needs to be taken, including notifying the police and informing the parent(s)/guardian/carer of the relevant pupil(s) of any investigation and the outcome.
- The Headteacher should consider the use of a full range of sanctions including the use of fixed term or permanent exclusion.
- Discuss the incident with the alleged perpetrator's parent(s)/guardian/carer (if appropriate) and reinforce the school's commitment to tackling racial incidents.

d) Dealing with Members of Staff as alleged Perpetrators or Victims

All members of staff are required to abide by the School's Equal Opportunities and Race Equality Policy. Substantiated racial discrimination by any member of staff towards pupils may be considered as misconduct and the perpetrator may be subject to disciplinary action. In the event of such an allegation being made against a member of staff, the Headteacher or his/her nominee should investigate the allegation in accordance with the relevant Disciplinary Procedures. All members of staff have the right to use the school's grievance procedure if they suffer discrimination and cannot get satisfactory management support.

The governing Body and Headteacher have a duty of care towards employees, and must ensure that they address any complaints from employees about discrimination by pupils, parents or colleagues, and provide appropriate support and referrals as necessary.

e) Dealing with Members of the Public as alleged Perpetrators

Racially motivated conduct by members of public requires an immediate response. The following procedure is to be followed in cases of racial incidents involving a member of the public:

- The incident to be reported to the Headteacher as soon as possible.
- The police to be informed of incidents involving violent, threatening or abusive behaviour.

This policy should be read in conjunction with the school's harassment policy.

5. Managing the impact of racial incidents in the school and the community

- Racist graffiti or slogans should be reported and removed immediately or within 24 hours.
- Racist literature, badges and insignia should be confiscated immediately, giving a clear explanation setting out the reasons why the property has been confiscated. The confiscated property should be handed to the police in criminal proceedings or returned to the pupil or his/her parents at an early opportunity, as appropriate. A teacher may not deliberately destroy a confiscated item unless such action is necessary in the immediate interests of safety.
- If the incident has caused damage or is seen as a threat of damage to a person or property, it may be appropriate to call a special meeting either with staff only or with pupils to discuss what has happened. Support and advice may also need to be sought from the Local Education Officer, the Police, the local Racial Equality Council, a Victim Support group or another appropriate agency. See section A17.

6. Reporting to the Police

Violent, criminal or other serious racial incidents may be reported to Kent Police. This applies to all racial incidents brought to the attention of the school, regardless of the relationship of the parties to the school. Kent Police have the discretion to decide to pursue action based on incidents.

Violent, criminal or serious incidents should also be reported to the LEA through the Local Education Officer.

7. Reporting information to parents, governors and the LA

The governing body will:

- receive regular updates on any racial incidents in the Headteacher's report to governors

As of January 2016, he school will no longer use the annual reporting system to report racial incidents from the previous year to the Local Authority. Instead, the school will use the Real Time 'As It Happens' Survey on Kelsi to record details of any racial and bullying incidents which occur within school.

This is available at:

http://www.kelsi.org.uk/school-management/data-and-reporting/management-information/racial-and-bullying-reporting