



Racial Equality and Incidents Policy

Date ratified

June 2020

Next review

June 2023

Signed by Chair of Governors

KE Maynard

Introduction

At Sutton Park Primary RSA Academy, we believe that racial equality is essential in order to build strong inclusive communities and promote the school's ethos and values by encouraging a tolerance of differences and respect for self and others to create a happy and caring community. The school will develop practices to counteract racism and create educational opportunities for all students.

It is a basic human right to be treated with equality and fairness: this is recognised in the European convention on Human Rights and reflected in the Human Rights Act 1998.

Both staff and pupils have a clear Code of Conduct and procedures and sanctions used to deal with incidents of unacceptable behaviour (see Behaviour Policy).

A Racial Incident is defined as:

- a) "any incident in which it appears to the person reporting the incident and/or any other person that the incident involves an element of racial motivation";
- b) "any incident which includes an allegation of racial motivation made by any person";
- c) `Racial` means of any race, nationality, colour or ethnicity.

Principles

We will:

- create a community where everyone's potential can be realised;
- encourage respect for all cultures and races and promote acknowledgement that racism devalues society through the curriculum, particularly PSHE which instils in students a respect for and appreciation of the racial, ethnic and cultural diversity of humanity to `celebrate difference`. There is a focus on the moral issues arising from racism and prejudice, particularly in such topics as relationships, human rights and discrimination;
- encourage good relations between people of different racial groups through the organisation of the school and day to day behaviour of staff and students;
- train staff and educate students on issues relevant to the duty to provide race equality and awareness of the Race Relations Policy and the Human Rights Act 1998;
- ensure that direct or indirect discrimination on racial grounds will not take place when dealing with staffing procedures, student admissions, incidents of racial harassment in school;
- ensure that all publicity, resources and texts will be unbiased in language and will avoid inappropriate stereotypes;
- use a clearly defined, monitored procedure for all race related complaints issues;
- prevent bullying including cyber- bullying.

Policy guidelines/procedures

1. The policy will be available on request to applicants for posts at the school and potential students. All staff, parents/carers and pupils will have access to the policy.
2. Staff complaints should go to a member of the Senior Leadership Team (SLT).
3. Pupil and parental complaints should go to the class teacher in the first instance.
4. Pupils and staff will be made aware of the definition of racial incidents and feel encouraged to use the system in place. Victims may need immediate help from a member of staff or outside agencies. Parents/carers may need to be contacted and if appropriate there may be a referral to the police. Perpetrators should be dealt with according to the school Behaviour Policy. Parents/carers should be informed of action taken. Consideration of the interests of staff members should be given. If a parent/carer is the perpetrator this should be discussed with the parent/carer and if substantiated made apparent that such behaviour will not be tolerated.
5. All incidents will be recorded in the Racist Incident Logbook in the safeguarding folder and will be dealt with consistently, firmly and promptly. An assessment will be made to decide on:
 - whether the whole school community needs to be informed;
 - if it should be explained to pupils to reduce the danger of distortion;
 - whether all parents/carers should be informed.
6. The SLT should be informed of all incidents. Minor incidents may require a 'light touch' approach and not all incidents recorded on the pupil record file. This may depend on the age and awareness of the pupil.
7. Confidentiality must be carefully considered. An investigation may need to take place that could have serious implications for a member of staff if the alleged perpetrator is that member of staff. Disciplinary procedures should be followed as appropriate and details of any action to be taken against a member of staff cannot be shared with parents/carer.
8. The SLT have overall responsibility for dealing with racial incidents and that role should be publicised.
9. The Headteacher will inform Governors of confirmed incidents of racial harassment.

Recording, Measuring and Monitoring

The Racist Incident Log will be used for any alleged incident of racial harassment involving pupils. This is kept by the Headteacher and regarded under "safeguarding". The following should be considered:

- do any of the participants perceive this as being racist?
- do any of the witnesses perceive this as being racist?
- is there any reason for considering this to be a racist incident?
- was the incident intentional or unintentional?

All incidents of racial harassment will be recorded and if appropriate, kept on the pupil's file.

Any incidents involving staff should be reported to and investigated by the Headteacher. If the allegation/incident concerns the Headteacher, the Chair of Governors will be informed and investigate.

