

## **ST. PETER'S BRAFFERTON CE (VA) PRIMARY SCHOOL** **EQUALITY AND DIVERSITY POLICY**

St Peter's Brafferton is situated in a North Yorkshire rural community with a predominantly white intake but our school needs an Equality and Diversity policy for the following reasons:

Our rural nature gives our children little contact/experience of other cultures so ignorance, confusion and misinformation may result in other cultures being stereotyped

When faced with racist attacks, graffiti and abuse it is often argued that the answer lies in better education – because there is little evidence here of such incidents it is easy to leave the underlying attitudes unchallenged and avoid educating children about these issues

We expect school to be a welcoming and safe place for all children where they are able to achieve success irrespective of their nationality or ethnic background. It is not possible to achieve this if any of its members face prejudice or hostility because of their ethnic origins. An Equality and Diversity policy is needed to ensure equality and/or opportunity of education for all children.

By having a policy we give a clear message to everyone in the school community that racism/discrimination will not be tolerated.

It is a legal requirement of the LEA to be non-tolerant of racial discrimination and promote equality of opportunity and good relations.

### **Aims of the Equality and Diversity policy**

To make our school a safe and welcoming place for all its members.

To provide an environment in which racist assumptions, attitudes and behaviour are continually challenged, to provide a curriculum which emphasises the positive aspects of other cultures.

To support the principle of equal opportunity and aim to ensure that all children and staff receive equal treatment irrespective of their gender, race, colour, nationality, ethnic origin, family circumstances, disability or religious beliefs.

To give children and adults confidence that racism can and must be eradicated.

To develop staff and governor awareness of implicit racism within school, community and society and issues of correct terminology, customs, language etc.

To enable and empower staff to directly intervene with incidents of racism by giving them guidance to effectively deal with incidents of racial harassment.

To become an integral part of the curriculum and all policy documents.

### **Statement of Commitment.**

Governors and staff at St Peter's Brafferton Church of England School support the principles of equal opportunity and aim to ensure that all people receive equal treatment irrespective of their gender, race, colour, nationality, ethnic origin, family circumstances, disability or religious beliefs.

We have a commitment to providing equal opportunities for all students and a recognition that preparation for life in a multicultural society is relevant to all students and should permeate every aspect of the curriculum. ( NCC 1990 )

We seek to promote the spiritual, moral, cultural, mental and physical development of students at the school and of society, and prepare such students for the opportunities, responsibilities and experience of adult life. (Education Reform Act 1988)

### **Identifying and dealing with Racist Behaviour**

Racist behaviour may be defined as an hostile or offensive act or expression by a person of one racial and ethnic origin against a person of another racial group or ethnic origin as a result of that racial difference (or any incitement to commit such an act) in such a manner that it interferes with the peace and comfort of the person discriminated against.

All racist incidents should be dealt with no matter how trivial they may seem to be.

Incidents may involve:

Physical assault because of colour and/or ethnicity

Derogatory name calling, insults or racist jokes

Racist graffiti

Provocative behaviour such as wearing racist badges or insignia

Bringing racist materials such as comics, leaflets or magazines into school

Verbal abuse or threats

Incitement of others to behave in a racist way

Racist comments in the course of discussion in lessons

Ridicule of the individual for cultural differences e.g. Food, dress, music

Refusal to co-operate with other people because of their ethnic origins

### **Monitoring**

All racist incidents should be dealt with no matter how trivial they may seem to be. Any racist incident will be recorded in a named book giving time, date, details etc. with recommended actions to be taken and sanctions imposed.

Measures taken may involve:

Report to class teacher

Discussion/explanation of racist incident

Circle time activities/assemblies to discuss issues

Full report to head teacher

Letter to parents/guardians. Take necessary action to prevent recurrence

Report to governing body

Report to LEA

### **Commitments**

The governing body and school management will be proactive in promoting racial equality and good race relations and tackling racial discrimination

The governing body will maintain an overview of implementation of the racial equality policy and this will be a regular agenda item at governor meetings

The governing body and school managers will encourage, support and enable all pupils and staff to reach their full potential

The school management will work in partnership with the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice

## **Responsibilities**

### **Governing Body**

The governing body is responsible for ensuring that the school complies with Race Relations legislation, including the general and specific duties arising from the Race Relations Amendment Act 2000

The governing body is responsible, with assistance from the Head teacher, for ensuring that the policy and its related procedures and strategies are implemented

The Head Teacher is responsible, with the governing body, for ensuring that the policy and its related procedures and strategies are implemented

The head is responsible for ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil their responsibilities

The head teacher is responsible for taking disciplinary action against staff or pupils who racially discriminate.

Mrs. Jude Williams is the named person responsible for co-ordinating racial equality work and the person responsible for dealing with reported incidents of racism and racial harassment

### **All staff**

The staff should know how to deal with racist incidents, and how to identify and challenge racial bias and stereotyping

The staff should keep themselves up to date with Race Relations legislation, and are required to attend appropriate training and information events organised by the school or LEA

The teaching staff are responsible for ensuring that pupils within the school from all racial groups are included in school activities and have full access to the curriculum

The teaching staff are responsible for promoting racial equality and diversity through teaching and through relations with pupils, staff, parents and the wider community

### **Visitors and Contractors**

Visitors and contractors are responsible for complying with the school's race equality policy.

Reviewed: September 2016

Next review date 2020 (4 yearly review)

