



Great Barford Primary Academy **Racial Equality Policy**

Rationale

The purpose of this policy is to help create a learning community characterised by empathy, understanding and harmony across ethnic, national and religious heritages, where diversity is nurtured, valued and celebrated.

Definitions

The school defines racism as:

“conduct or words which advantage or disadvantage people because of their colour, culture, religion or ethnic origin. In its more subtle form it is as damaging as it is in its overt form”

The school endorses the Macpherson Report’s definition of a racist incident:

“A racist incident is an incident which has been perceived to be racist by the victim or any other person”.

Policy

This policy is in keeping with the LEA Guidelines for dealing with Racist Incidents, the school’s Equal Opportunities Policy, the Macpherson Report, the Race Relations Act 1976, which makes it unlawful to discriminate directly or indirectly on grounds of colour, race, nationality and ethnic or national origin and the Race Relations (Amendment) Act 2000, which places a positive duty on the public sector to promote equality.

It is our policy that all pupils should access education in an environment which promotes their welfare and development, is based upon mutual respect and equality of opportunity, has a positive ethos, responds to an individual’s rights and needs, and is free from harassment and bullying.

It is our policy that all staff and visitors should find an environment in which to work which is free from any form of racial harassment or bullying

It is our aim to:

- Work towards racial equality in all areas of school life
- Seek to eliminate racial discrimination
- Combat racial harassment.

To achieve these aims we will:

- Provide a curriculum which promotes cultural diversity and prevents racism
- Ensure racial discrimination does not restrict access to any benefit or facility
- Record all racist incidents
- Report racist incidents to parents and Governors
- Make it clear in school literature that this is an establishment which will not tolerate any form of racist behaviour
- Provide a school environment free from oppressive behaviours such as bullying and racism



- Celebrate the diversity of both our local and national population
- Reflect and value all social and ethnic groups, by providing opportunities for pupils to consider their identities, those of others and cultural attributes alongside those of others.

Curriculum

Our curriculum provides opportunities for pupils to learn about cultural diversity and directly challenges racist attitudes and behaviour. Our rolling programme ensures continuity and progression in the exploration of such themes. Class circle time and PSHE lessons are used to promote the learning objectives within the Citizenship and PSHE curricula.

Dealing with Racist Incidents

When dealing with racist incidents it is important that all staff share a common approach and agreed procedures by following the LA guidelines in “Dealing with Racist Incidents” (2001).

1. When an incident is witnessed or reported the headteacher, or in her absence the assistant headteacher, should be informed immediately.
2. The incident should be recorded immediately by the headteacher or the assistant headteacher
3. Incidents must be reported termly to Governors

When dealing with a racist incident the perpetrators must be:

- Told that their behaviour is unacceptable
- Encouraged to fully discuss the incident with the headteacher or assistant headteacher
- Encouraged to empathise with their victim

Monitoring and Evaluation

As part of the school cycle of self-review, it is important that this policy is monitored annually to ensure its effectiveness.

The policy will be judged to be effective if:

- The number of racist incidents is reduced
- The same person does not repeat racist incidents
- Up-to-date incident records are available