



BUGLE SCHOOL RACE EQUALITY AND DIVERSITY POLICY

1. Aims of this policy

- This policy supports the aims of the school in that it seeks to promote the welfare of all pupils and their academic achievement, regardless of their ethnic background.
- This policy seeks to set out how the school will respond to incidents of racism, offering appropriate support to pupils, parents and carers within the school community.
- The policy will also clarify the support given to minority ethnic members of staff.
- The policy aims to meet the requirements of the Race Relations (Amendment) Act 2000.

2. Statement concerning racism

Racism is defined by the school as:

attitudes and actions directed against a person by virtue of the fact of their colour, culture and/or ethnicity in such a way as to hurt another or to engage in stereotyping.

A racial incident is any incident regarded as such by the victim or anyone else. Under recent legislation it is no longer appropriate for such allegations to be dismissed because the incident is judged by the school not to be racially motivated

The school believes that racism is wrong and it will not tolerate racist attitudes among its staff, pupils or those who visit the school. Staff, when they encounter it or when it is brought to their attention, will always challenge racist attitudes and behaviour. The school will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

3. Statement about positive multi-cultural and anti-racist education

The school, through its basic curriculum, seeks to recognise the multi-cultural nature of Britain in the 21st Century. The school regards a multi-cultural society as a positive feature of modern Britain, one that celebrates a rich cultural diversity. As part of the specific PSHE and Citizenship entitlement for all pupils there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

4. Combating racism – behaviour management

The schools Behaviour Management Policy and Anti-bullying Strategy directly cover racism and racist attitudes. Nevertheless, the school recognises that racist attitudes and bullying often go on unreported. Therefore the school, with the consent of minority ethnic parents, will:

- monitor minority ethnic pupils in such a way as to find out what sort of attitudes they have encountered or bullying using racial taunts has happened
- act on the finding of the monitoring exercise, even where this shows that currently the pupil isn't suffering from racial abuse
- report to parents on any action taken in light of the monitoring that has taken place
- complete the diversity discrimination reporting form and send it to the Complaints Officer, Room 441, Education Department, County Hall, Truro, TR1 3AY. (See Section 11)

The class teacher will monitor minority ethnic pupils at least on a half-termly basis, with any incidents being reported to the school's senior management immediately for appropriate action. Where it can be established that an incident had a racist element the school will ensure that it lets all concerned know that it will not tolerate racism.

5. Combating racism – public statements

The school will make known its commitment to combating racism in the following ways:

- The school's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes, either exhibited by staff, pupils or parents.
- Visitor policies will make it clear that racism is unacceptable and will not be tolerated by the school.
- Each year the governing body will include a statement in its annual report concerning racism and will indicate if incidents have happened and how they were dealt with.
- The school newsletter will regularly state the school's commitment to combating racism.
- The home/school contract will include the unacceptability of racial abuse or racially motivated behaviour.

6. Monitoring minority ethnic pupils' achievement

The school has a small number of minority ethnic pupils and recognises that the group is statistically too small to make judgements about their attainment as a whole. Therefore, the school will track individual minority ethnic pupils using SATs and optional SATs data to measure progress against that expected for all pupils in the school. Where concerns about the progress of minority ethnic pupils arise the school will seek the most appropriate intervention in consultation with parents.

Teachers will be alert to early signs of disaffection or a drop in attainment or progress. When this happens the senior management team will be alerted and an intervention will put in place to ensure that progress is resumed and attainment is at the level expected.

The school will assess all minority ethnic pupils for their proficiency in English. Where support is needed the school will contact the office of the Inspector for Special Education to seek the appropriate assistance and support.

The Headteacher will report to the Governing Body on the attainment of minority ethnic pupils putting it into the context of the needs of the individual pupils concerned at least on an annual basis

7. Working with parents

The school will take positive measures to support the parents of ethnic minority pupils.

- At parent consultation evenings the class teacher will bring up racism to see if any issues have been picked up by the family and not reported in school. If there is evidence that a pupil is experiencing racism at school but not reporting it to teachers action will be taken and the parents will be informed of the action taken in light of the information given.
- If the behaviour of a minority ethnic pupil changes significantly then the parents will be contacted. The teacher will seek to establish if the behaviour change is a result of racism, either in school or in the wider community. If there is evidence that there is racism that is effecting a behaviour change the school will act accordingly as set out in the policy above. Parents will be notified of any action taken by the school.

Where there is a language barrier for the parents the school will contact the office of the Inspector for Special Education to solicit support.

8. School Visits and visitors to Cornwall

The school recognises that many of its pupils have little contact with racial minorities and therefore:

- When going on trips pupils will be reminded of their responsibility to act appropriately. The issue of living in a multi-cultural society will be brought-up and pupils reminded that racial abuse or the exhibiting of racist attitudes will be dealt with severely by the school.
- When studying about Cornwall, its history and geography, mention will be made of the different sorts of people who come to visit the county. It will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come here on business or for a holiday.

9. Exclusions

Where the behaviour of minority ethnic pupils becomes problematic and may lead to exclusion the following steps will be taken:

- Parents will be invited to the school to discuss the issues and a strategy for inclusion will be produced.
- The Education Welfare Officer will be involved and will be asked advice on issues relating to the ethnic and cultural needs of the particular pupil and how that might impact on behaviour and behaviour management.
- It may be necessary to involve a member of the Child and Adolescent Mental Health Services Team at an early stage to support inclusion. The school will contact the appropriate Educational Psychologist for support as deemed necessary by the Headteacher.

The school will work in accordance with its own policies in the light of circular 10/99.

10. Minority ethnic teachers

The school welcomes applications from all qualified teachers irrespective of race, ethnicity, gender or sexuality for posts advertised by the governors. When teachers from ethnic minorities are appointed they will have the opportunity for minority ethnic mentoring. The Headteacher will seek the details of mentoring available in County as and when necessary by contacting the Education Partnership Manager, Education Department, County Hall, who has responsibility for diversity issues.

The Headteacher will speak to minority ethnic teachers about the issue of race as part of an annual review.

Minority ethnic teachers have the right to access the additional support mechanisms provided by Cornwall County Council (CCC) as employers and the school will provide a copy of the County Council's Combating Racism/Race Equality Policy as part of their induction as a teacher. CCC provides a confidential service through the Education Personnel Department for minority ethnic teachers who are experiencing difficulties as a result of racism and racial discrimination.

11. Reporting, monitoring and evaluation

The Headteacher will monitor the effectiveness of the policy on an annual basis. This will be done in the following ways:

- Monitoring the number of incidents with a racial element
- Monitoring the effect of any PSHE/C module which has had a focus on combating racism
- Talking with the parents of minority ethnic pupils to ensure they are happy with the workings of the school's policy
- Talking with minority ethnic pupils to ask them how they feel the policy is working
- Talking with minority ethnic members of staff on the workings of the policy

A report to the governors will be made annually on the effectiveness of the policy and amendments made where necessary. All policy changes will be communicated to parents.

As part of its monitoring and evaluation of PSHE and Citizenship a report will be made each year by the nominated co-ordinator(s) on the effectiveness of the curriculum intervention with pupils. The report will be presented to the Headteacher who will in turn present it to the Governing Body.

All racially motivated incidents will be recorded and reported to the LEA as they occur on Form DIV-1.

In conjunction with Police Youth Affairs Officers (YAO) staff will issue the Racial Incident Self-reporting Form published by the Devon and Cornwall Constabulary in cases where it is felt that the Police could be directly involved. The decision on the level of Police involvement will be established in negotiation with the Police

12. Policy review

This policy will be reviewed every two years. The Governing Body will undertake the policy review as it recognises that it is its statutory responsibility and not that of the Headteacher or staff to do so.

EQUALITY AND DIVERSITY STATEMENT POLICY

This Policy Statement is based on/has been produced in accordance with the guidance issued in the May 2009 DfES Toolkit 'Legislation on Equality and Diversity - A guide for the action that maintained schools need to take to comply with equality and diversity legislation'. This Toolkit will be used as one of the reference sources for future promotion and monitoring activity in relation to Equality and Diversity.

The governing body understands that schools have a number of responsibilities and duties under legislation relating to equality and diversity. Recent and forthcoming legislation covers equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment. This school is firmly committed to equality and diversity.

The governing body understands that schools are required to take actions as set out in the following paragraphs.

As regards Employment – other than within the limited exceptions allowed for in legislation - this school will not discriminate in the employment of staff on grounds of gender, transsexual status, race, disability, sexual orientation, religion or belief, or age. With regard to disability, the school will make such reasonable adjustments as are necessary to prevent a disabled person being at a substantial disadvantage in comparison with people who are not disabled. The school will not discriminate in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices such as dress codes and disciplinary procedures.

As regards Pupils – other than within the limited exceptions allowed for in legislation - this school will not discriminate against children seeking admission or with regard to how pupils are treated, on grounds of sex, race, disability, religion or belief. This includes discrimination in provision of teaching or allocating the pupil to certain classes, applying different standards of behaviour, dress and appearance, excluding pupils or subjecting them to any other detriment, and conferring benefits, facilities or services.

As regards Equality – this school will promote equality in terms of Race, Disability, and Gender.

The governing body notes that the DfES Toolkit suggests that to minimise the burden created by the need to complete various plans, it is recommend that schools produce a single Equality Plan covering all aspects of Equality and Diversity as set out above. The school already has in place separate plans/policies that address the school's Equality and Diversity responsibilities. The production of a single 'Equality Plan' at this time would unnecessarily increase the school's administrative burden and it is therefore not intended to produce a single 'Equality Plan'. As a part of the school's rolling policy review programme this decision will be reviewed within a period of 3 years from 2015.

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To be reviewed Spring 2020