



Racial Equality and Cultural Diversity Policy

Drafted: January 2016

Agreed by the Local Governing Board: March 2016

Review Date: Spring 2019

Rationale

The Governors and staff at the school recognise that we all live in a multicultural society and children need to be provided with positive images of all racial groups. The Macpherson Report recommends that schools record all racist incidents and that they are reported to the pupils' parents/guardians and school governors. Warden House welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and faith groups and communities
- eliminating unlawful discrimination.

Aims

This policy aims to ensure that the school promotes these positive images through the whole curriculum. It will be deemed to be successful if there is a zero incidence of, and zero tolerance for, discriminatory behaviour.

This policy sets down the procedures to be followed in the event of a racist incident occurring.

Objectives

In each subject area opportunities should be found to positively reflect cultural differences. Emphasis will be given to reinforcing the value of cultural diversity and developing understanding and an appreciation of the different ideas, values and beliefs encountered in a multicultural society.

Children of all ethnic groups have equal access to and opportunity within the whole curriculum, both in use of language and provision of resources. Sensitive and informed groupings of pupils will ensure that all pupils will contribute, be actively involved and be challenged appropriately. All pupils will be encouraged to develop their potential to the full regardless of ethnic or cultural background. When statistically significant, the school will track performance of pupils by racial category.

Teaching materials will be chosen to reflect the cultural and ethnic diversity of our society. A wide range of cultural images and contexts will be used (eg. looking at Indonesian or Chinese designs prior to designing a kite; the introduction of works of art from a wide range of cultures and traditions; consideration of the contexts and purposes underpinning these images and artefacts).

The school will avoid stereotyping through gender or race. All pupils will be encouraged to value their own heritage and that of others. We will seek to challenge stereotypes, misinformation and misconceptions in terms of beliefs, traditions, customs and lifestyle in a sensitive and accurate way in order to encourage a positive attitude towards that diversity.

British Values

Lord Nash stated in the DFE publication on [Guidance on promoting British values in schools](#) states:

"We want every school to promote the basic British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those of different faiths and beliefs."

"This ensures young people understand the importance of respect and leave school fully prepared for life in modern Britain."

British Values are taught throughout our curriculum alongside our school values; positive, independent, determined, successful, partners and responsible. We ensure teaching of British Values underpins the importance of mutual respect and tolerance relating to race and cultural differences across communities in Britain and the world.

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.*

Procedures for dealing with racial incident:

Discrimination can be overt or covert. We deal with such issues clearly and sensitively when they arise. It is essential that children be given clear guidance as to acceptable (and unacceptable) behaviour. In most cases the nature of less favourable treatment will be clear, and common sense will dictate the necessary action to take, usually after reference to the Headteacher.

The basic process would be to:

- Support the victim and investigate the incident
- Meet with the pupil(s) parents / guardians to discuss the matter and explain the action taken
- Record the incident on a Racial Incident Monitoring Form.
- Review incidents to improve our policy effectiveness towards our stated aim. The school will maintain clear, factual and up-to-date records to identify patterns of behaviour, which are contrary to our aims. Good behaviour in the school community will be reinforced.

Parents are always welcome to discuss these issues with staff. Parents will continue to be informed of their child's behaviour, good and bad, and especially any aspects of their attitude towards others, which gives a cause for concern. This is expected to be in the nature of an informal meeting with the parents and class teacher or

Headteacher. However, records will be maintained of abuses and the Headteacher and parents will discuss on going concerns in depth. Parents who are unavailable or unwilling to discuss individual cases will receive a letter inviting their response, a copy of which will be held on file.

All forms of discrimination by any person within the school are to be treated very seriously and a careful note kept of any such incidents. It must always be made clear that such behaviour is unacceptable. Should a member of staff perpetrate an incident they will be investigated and subject to the relevant Disciplinary Procedures.

Should a member of the public be the perpetrator , the incident must be reported to the Headteacher as soon as possible. If there is perceived to be damage or a threat of damage to person or property the police should be informed. A Racial Incident Monitoring form must be completed and the pupil's parents/ guardian and the Chair of Governors should be informed if appropriate.

Dealing with the Impact on the School and Community

1. All graffiti to be reported and removed as quickly as possible.
2. Racist literature, badges and insignia are to be confiscated and this action explained. The property should be returned or handed to the police. It may only be destroyed if necessary in the immediate interests of safety.

Violence

All incidents involving violence or criminal damage must be reported to the police, regardless of the perpetrator and where appropriate to Social Services.

Racial Incident Monitoring Form

These must be completed as soon as possible after the incident.

They are to kept in a central file in the principal's office. This file is available for internal monitoring purposes and will form the basis of an annual report.

Radicalisation

The safeguarding procedures relating to Prevent Duty are followed as part of our Safeguarding Policy to ensure there are clear systems in place to report children and families at risk of radicalisation. All staff are trained in Prevent Duty.

RACIAL INCIDENT MONITORING FORM

Date of incident: _____ / _____ / _____ Time: _____

SECTION 1 – DETAILS OF THOSE INVOLVED IN THE INCIDENT

Record details of each perpetrator and victim (if more than one). Please attach an additional sheet if necessary.

VICTIM	PERPETRATOR
Name _____	Name _____
<input type="checkbox"/> Pupil in school? If yes, pupil number and key stage _____	<input type="checkbox"/> Pupil in school? If yes, pupil number and key stage _____
<input type="checkbox"/> Member of staff or governor? If yes, please give status _____	<input type="checkbox"/> Member of staff or governor? If yes, please give status _____
<input type="checkbox"/> Pupil from another school?	<input type="checkbox"/> Pupil from another school?
<input type="checkbox"/> Other (specify, eg parent or visitor) _____	<input type="checkbox"/> Other (specify, eg parent or visitor) _____
<input type="checkbox"/> Asylum seeker?	<input type="checkbox"/> Asylum seeker?
<input type="checkbox"/> Involved in previous incidents? If yes, how many and when? _____	<input type="checkbox"/> Involved in previous incidents? If yes, how many and when? _____
Ethnicity (for pupils only, from pupil records) _____	Ethnicity (for pupils only, from pupil records) _____

SECTION 2 – TYPE OF INCIDENT

Location:

What type of incident occurred?

<input type="checkbox"/> Verbal abuse	<input type="checkbox"/> Threatened assault
<input type="checkbox"/> Physical abuse	<input type="checkbox"/> Attacks on property
<input type="checkbox"/> Graffiti	<input type="checkbox"/> Other (please specify)

Please describe briefly what happened.

**SECTION 3 – ACTION TO BE TAKEN TO DEAL WITH THE INCIDENT
AND DETAILS OF SUPPORT OFFERED TO VICTIM AND PERPETRATOR**

What action(s) was / were taken to deal with the incident?

- Warning to the perpetrator
- Discussion with the victim’s parent(s) / guardian / carer
- Discussion with the perpetrator
- Discussion with the perpetrator’s parent(s) / guardian / carer
- Mediation
- Mentoring
- Counselling
- Curriculum change or addition
- Exclusion
- Referral to Police / other body
- Other sanction (please specify)
- Other action (please specify)
- No action

If no action was taken, why was this (e.g. allegations were unsubstantiated)?

SECTION 4 – INVOLVEMENT OF THE POLICE

Was the incident referred to the Police?	Yes	θ	No	θ
If yes, by whom?				
Date	____/____/____			
Time	____:____ am/pm			

SECTION 5 – COMPLETION OF RECORD

Name of person recording this incident	
Position in school	
Name of person dealing with the incident if different from above	
Position in school	
Review date of feedback to complainant	
Date of record	____/____/____

This form should be retained by the school.

Racial Incident Flow Chart

