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Coton-in-the-Elms C of E Primary School

Race Equality Policy

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Reviewed by: Matthew Evans

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1. Introduction

Coton-in-the-Elms Primary School has adopted the definition of a racist incident as recommended by the Stephen Lawrence Inquiry report:

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

2. Document text

This race equality policy enables our school to meet our statutory obligations under the Race Relations Amendment Act (2000). Through this policy the school is working in line with the Commission for Racial Equality Standards Learning for All (2000) and working towards meeting the recommendations of The Stephen Lawrence Inquiry (2000).

This policy sets out our commitment to tackling racial discrimination and promoting equality of opportunity and good race relations and explains what this means for the whole school community.

At Coton-in-the-Elms Primary School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality or disability.

We will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality.

We aim to achieve this by:

- Taking active measures to investigate, report and act on incidents of racial abuse
- Treating all those within the whole school community (e.g. pupils, staff, governors, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences
- Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone within our school community to gain a positive self-image and high self-esteem.
- Having high expectations of everyone involved with the whole school
- Identifying and removing all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.



- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly.
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that we do.
- Working with the Council in reducing the number of racially motivated incidents.

3. Roles and responsibilities

This race equality policy outlines the roles and responsibilities of everyone involved and connected with the school, so that each individual knows what is expected of them. Promoting race equality and raising the achievement of minority ethnic pupils is the responsibility of the whole school staff, including support staff.

Introduction to this race equality policy and action plan will be included in induction arrangements for all new staff to the school. School induction procedures will highlight the duties implied by this policy in the same way as child protection, health and safety and behavior policies form part of the induction process.

3.1 Governors

The governing body of the school has agreed this policy and will:

- assess and monitor the impact of this policy
- receive progress reports from the head teacher
- Return statistical information to the relevant council officer.

3.2 Head teacher

The head teacher will demonstrate through their personal leadership the importance of this policy. He/she will:

- ensure that all staff are aware of the policy and understand their role and responsibility in relation to this policy;
- Ensure that, where additional funding is available for raising the achievement of minority ethnic pupils, the additional resources are used appropriately and targeted on the basis of identified need for this purpose.

Coton-in-the-Elms C of E Primary School is committed to combating racism and acts of racial harassment and seeks to encourage a positive ethos that promotes racial justice and harmony.



4 Recognising Incidents and Suggested Actions

The following procedures are in place:-

- All staff report racist incidents whenever they occur.
- Pupils/learners are encouraged to report all racist incidents and feel confident in doing so.
- The Head teacher has overall responsibility for dealing with such incidents and this persons role is widely publicised.
- All racist incidents and complaints against staff and pupils/learners are formally recorded.
- All reported incidents and complaints are investigated within a specified time period.

When investigating a reported racist incident, the person to whom the incident is reported should consider the following questions:

1. Do any of the participants perceive this as being racist?
2. Do any of the witnesses perceive this as being racist?
3. Is there any reason for considering this to be a racist incident?
4. Was the incident intentional or unintentional?

In the case of serious incidents, schools and educational establishments will need to assess:

- Whether the incident is of such importance that the whole school community/establishment needs to be informed.
- Whether teachers/education staff should explain the circumstances to pupils/ learners so as to reduce the danger of distortion and backlash through rumour.
- Whether all parents/carers should be informed.

Where the allegation is against a member of staff, headteachers and heads of establishments will need to consider the above and the appropriateness of the timing and content of information to be given.

It is recognised that on occasions non-racial incidents can develop into having a racist element. Such incidents should be recorded.



5 Supporting pupils/learners who are attacked

- The Head teacher will explain the action taken and express the attitude of the school and educational establishment towards such behaviour, giving the opportunity to the pupils to express their own concerns and feelings. The action taken may differ if the attack appears to have taken place off establishment or school site.
- In serious cases, the Headteacher or a designated senior staff member should meet the parents/carers of the pupil/learner attacked to explain the action taken, discuss the matter with them and the appropriateness of any action to be taken.

When the allegation is against a member of staff the Headteacher/service manager, Governors will need to follow anti-harassment and bullying or disciplinary procedures as appropriate. Details of any action to be taken against a member of staff cannot be shared with parents/carers. For further advice refer to Derbyshire County Council guidelines.

6 Dealing with Offenders

We will consider:

- Whether the parents/carers of the offender should be informed of action taken within the school's or establishment's behaviour/disciplinary code.
- 7 Whether the offender should be sent to the appropriate senior member of staff to record the incident formally and to respond to the gravity of the incident.
- Whether the incident warrants reporting to police.

7. Version control

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