

Statement of vision and intent

Shene School values diversity and seeks to give everyone in the school an equal chance to learn, work and live, free from the action, or fear, of racism, discrimination, or prejudice. We aim to ensure that the environment is supportive, where all individuals are treated with courtesy and respect and their contribution to the learning process is valued.

Shene School aims to:

- encourage respect for ALL individuals
- question stereotypes, whenever they are found
- promote positive images of all races, cultures, religions and ethnicity
- challenge any language or action that is prejudicial or causes others to fear prejudice, or incites others in prejudice
- ensure that all within the school community have equality of opportunity in the life and work of the school.
- ensure that all pupils are entitled to the best possible education.
- ensure that all members of the school are entitled to feel safe.
- ensure that we have the highest expectation of all pupils.
- work together to remove ignorance and misunderstanding, through the curriculum, and all other activities which are part of this statement of vision and intent.

The Race Relations Act makes it unlawful to discriminate against someone, directly or indirectly in the field of education. It is therefore a legal responsibility for Shene School to:

- investigate an incident
- report incidents to the LEA
- challenge perpetrators

The school will take action against individuals or groups who perpetrate any of the actions, whether in or out of school, where such action causes another member of the school community to feel fear or discrimination.

We will actively oppose:

- verbal abuse whether directed at any individual or group – verbal abuse includes mimicry.
- any use of terms which demeans a person, their race, religion, culture or colour, whether or not the perpetrator intends offence.
- physical attacks, bullying or harassment
- writing or graffiti designed to demean the race, religion, culture or colour of any individual or group
- the distribution of any racist literature of any discriminatory organisation.

Race Relations Act S.71 (1) Amended 2000.

The Race relations Act 1976 places a statutory general duty on a school to promote race equality. It also places specific duties on a school in respect of this general duty.

The act defines two kinds of racial discrimination.

- Direct discrimination – “treating one person less favourably than another on racial grounds”
- Indirect discrimination – this “occurs when a rule or condition which is applied to everyone

Definitions

Racism: any conscious or unconscious attitudes or practices which, at random or systematically, disadvantage individuals or groups or persons because of their race which includes colour, nationality including citizenship or ethnic or national origins. Racism also includes for the purposes of this document, religious intolerance and so would include, for example, attitudes and practices against Islam. Three types of racism have been identified: Structural racism, Institutional racism and Individual racism.

‘Racial harassment’: offensive conduct of racial nature, or conduct based on race which is offensive to the recipient. It may be defined as conduct which ridicules, degrades, demeans and humiliates individuals or groups, whether present or not, on the grounds of race which include colour, nationality including citizenship status or ethnic or national origins which the victim believes to be racially motivated and/or where there is evidence of a racial motivation. This may be words or actions. Whilst the majority of racial harassment incidents involve harassment of black people by white people, there may be incidents or racial harassment of white people by black people or intergroup.

Categories of racial harassment include:

- Physical assault against a person or group because of colour, ethnicity, nationality or religion
- Use of derogatory names, insults and racist jokes
- Racist graffiti
- Provocative behaviour such as wearing racist badges or insignia, dress or hair styles
- Bring racist material into school
- Verbal abuse and threats
- Incitement of other to behave in a racist way
- Racist comments in the course of discussion and attempts to recruit others to racist organisations and groups
- Ridicule of an individual for cultural difference eg: food, music, religion, dress etc
- Refusal to co-operate with other people because of their colour, ethnic origin or nationality
- Written derogatory remarks
- Any of the above forms of racial harassment, or any discrimination by employees in connection with work placements or work experience

Racial Issues facing school

- attainment for certain ethnic groups
- inter racial / inter religious issues
- Assemblies and celebrations
- English classes for EAL pupils
- Staffing issues
- INSET – procedures / curriculum
- Family support for asylum seekers
- Behaviour and Exclusion issues

- Home liaison for asylum seeker
- translation

Responsibilities

Governors are responsible for:

- ❑ making sure the school complies with the Race Relations Act 1976 (amended 2000)
- ❑ making sure the race equality policy and its procedures are followed.
- ❑

Governors will ensure this by:

- ❑ an annual review of the policy
- ❑ reports at all full Governing body meetings
- ❑ appointing a governor to monitor the policy
- ❑ monitoring reported racial incidents within the school, and their outcome
- ❑ monitoring breaches of the policy

The Headteacher is responsible for:

- ❑ making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents know about it;
- ❑ making sure the race equality policy and its procedures are followed;
- ❑ producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, as necessary;
- ❑ making sure all staff know their responsibilities and receive training and support in carrying these out; and
- ❑ taking appropriate action in cases of racial harassment and racial discrimination.
- ❑ Collating racial incidents and reporting them to the borough on a termly basis

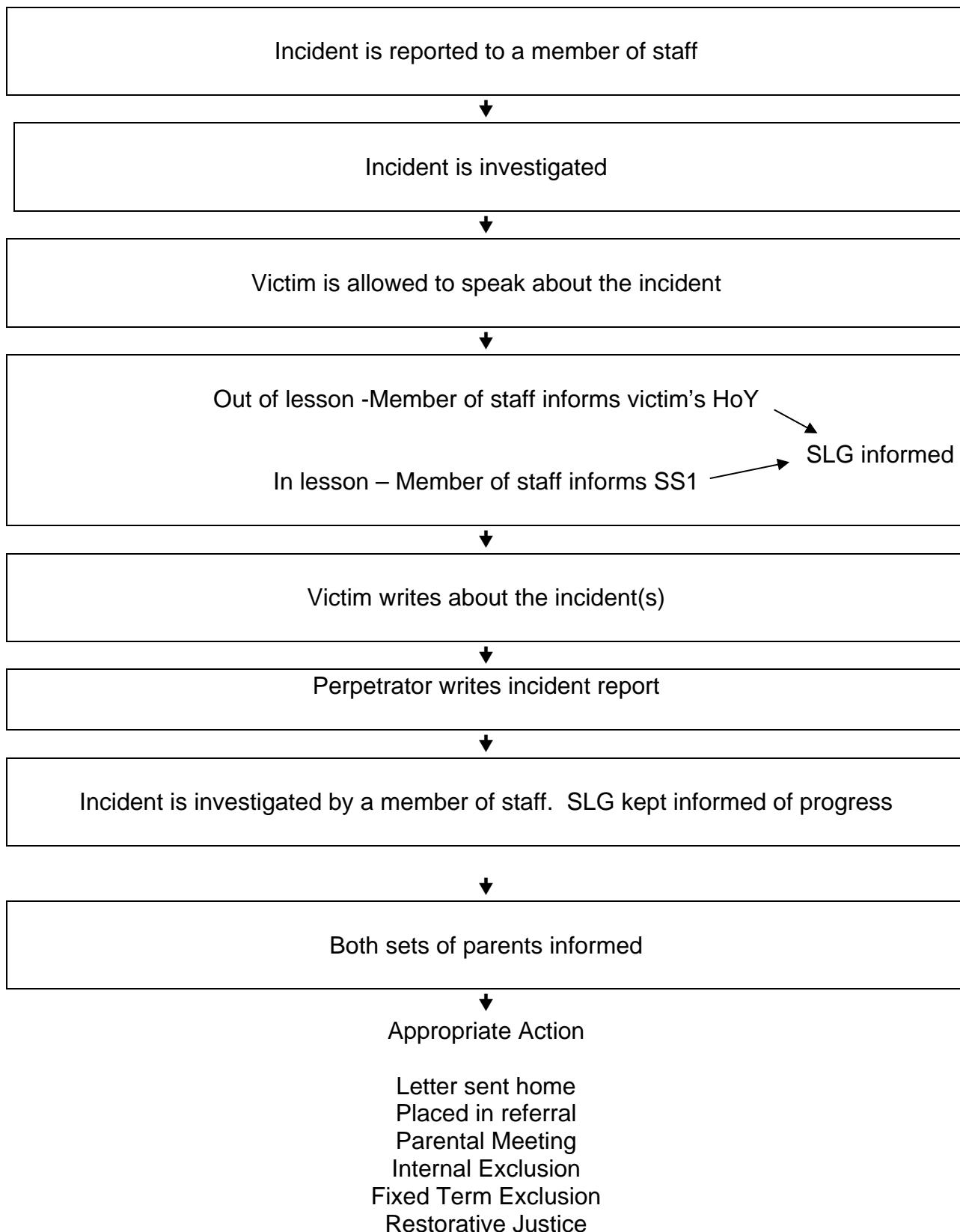
All staff are responsible for:

- ❑ dealing with racial incidents, and being able to recognise and tackle racial bias and stereotyping;
- ❑ reporting incidents to the SLG and completing a racist incident form
- ❑ promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality, or ethnic or national origins; and
- ❑ keeping up to date with the law on discrimination, and taking up training and learning opportunities.

Heads of Faculties and Heads of Department will:

- ❑ ensure that the teaching programme in their curriculum area takes account of the racial and ethnic diversity within the school
- ❑ ensure that the teaching and resources in their curriculum area celebrate racial and cultural diversity and do not perpetuate or encourage racial bias or stereotyping;
- ❑ ensure that teachers within their curriculum areas are aware of the racial equality policy and its implications for their teaching

Procedures for dealing with racist incidents



RACIAL INCIDENT REPORT FORM

Name of Alleged Victim:Year/T/Gp

.....
Male/Female* *please indicate*

Date of Incident:.....

Brief details of

incident:.....

.....

.....

.....

.....

Please tick appropriate box:

TYPE OF RACIST INCIDENT		INCIDENT INVOLVED	
Name calling		Pupil to pupil	
Abuse of family/origins		Parent to pupil	
Racist jokes		Pupil to parent	
Ridiculing differences		Pupil to staff member	
Racist graffiti		Parent to staff member	
Refusal to sit next to/talk to		Parent to parent	
Racist comments during lessons		Staff member alleged perpetrator	
Abuse of personal property		Other	
Jostling/pushing			
Punching/kicking			
Use of a weapon			
Incitement of others			
Bringing in of racist material			
Wearing of Racist badges/insignia			
Other			

ACTION TYPE		ETHNICITY	Victim	Perpetrator
Discussion				
Reprimand		White UK		
School sanction		White European		
<u>Please state actual sanction</u>		White Other		
Parental/carer involvement – perpetrator		Black Caribbean		
Parental/carer involvement – victim		Black African		
Fixed term exclusion & number of days if known		Black Other		
Other agency involvement		Indian		

Other action:			Pakistani		
Please state			Bangladeshi		
			Chinese		
			Vietnamese		
			Mixed heritage		
			Any other group		

Name of staff member:

If more than one incident needs to be recorded, please photocopy this sheet.