

# ARCHBISHOP BLANCH SCHOOL



## RACE EQUALITY AND EQUAL OPPORTUNITIES POLICY

<b>DATE POLICY PREPARED:</b>	March 2004
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<b>DATE(S) POLICY REVIEWED:</b>	June 2007
<b>DATE FOR NEXT REVIEW:</b>	2009

# **ARCHBISHOP BLANCH C E HIGH SCHOOL**

## **RACE EQUALITY AND EQUAL OPPORTUNITIES POLICY**

This policy should be taken and used as part of Archbishop Blanch Church of England School's overall strategy and implemented within the context of our Mission Statement and Instrument of Government aims.

As a Church of England School, we accept and respect all members of our community as unique children of God, precious in His sight and of infinite worth.

### **BACKGROUND TO THE POLICY**

This policy has been developed to provide a framework and guide for the school in promoting racial equality and equal opportunities. It has been developed in response to:

- The Macpherson report into the murder of Stephen Lawrence and its findings about the existence of institutional racism and the important role schools can play in promoting racial equality.
- The Race Relations (Amendment) Act 2000, which places a duty on schools to promote racial equality.
- Our school's mission, ethos and values, which set out our commitment to support all pupils to achieve their full potential. This includes other relevant school policies such as the Anti-Bullying and Discipline Policies.

### **STATEMENT OF INTENT**

Archbishop Blanch School is committed to being a school where children of all races and religions will find safety and respect for themselves, their families and their traditions.

We oppose racism and discrimination in all its manifestations and celebrate our differences of race, tradition and faith. The school is a place where all students and staff are valued for their individuality.

### **AIMS OF THE POLICY AND ITS IMPLEMENTATION**

- To promote a shared vision about racial equality and equal opportunities at Archbishop Blanch School.

- To give a clear message that Archbishop Blanch School takes equalities issues seriously and will not tolerate racism or discrimination in any form.
- To ensure equal opportunities for all students and help to prepare them for life in a multicultural society.
- To encourage a learning environment in which each individual is valued and feels that they, their traditions and their culture, make a positive contribution to the development of all.
- To identify racism and methods of dealing with racist incidents.
- To promote self-esteem, mutual respect and positive role models.

## **RESPONSIBILITIES OF THE SCHOOL COMMUNITY**

### **The governing body shall:**

- appoint a link governor to support the implementation of the policy
- support the disciplinary process in serious incidents of racism or any other form of discrimination through the Governors' Pastoral Committee.

### **The staff shall:**

- establish a caring environment in which all students and staff are treated with respect and positive regard
- ensure a curriculum that nurtures and enhances the life experiences of all students and gives value to the discoveries and knowledge of all cultures and both genders
- treat all parents with respect and understanding
- have high expectations of achievement for all students
- respond appropriately to requests for data about student progress, with specific regard to racial differences
- contribute to whole-school activities, e.g. assemblies; Black History Month; Fairtrade Fortnight
- where appropriate, report on student progress in developing social skills, including their ability to empathise and respect difference
- offer support to any student or member of staff involved in a racist or sexist incident.

### **The students shall:**

- treat all members of the school community with courtesy and respect
- support and behave in accordance with the school's Race Equality and Equal Opportunities Policy
- refrain from any form of racism or discrimination against another member of the school community
- understand that racist or discriminative behaviour will not be tolerated at the school
- report incidents immediately to a member of staff

- explore issues of faith and cultural diversity with sensitivity.

**The parents/guardians shall:**

- encourage their son/daughter to adhere to the Race Equality and Equal Opportunities Policy
- work with the school community to discourage any racist or discriminative behaviour
- support school disciplinary procedures.

## **DEALING WITH RACIST OR DISCRIMINATIVE INCIDENTS**

Archbishop Blanch School will not tolerate racist or discriminative behaviour of any kind. A principal aim of the school is to help all students to achieve their potential and to feel safe, valued and respected. To that end, all members of the community will take positive steps to address and report incidents of racism, discrimination and prejudice to the Equal Opportunities Co-ordinator, **Mrs McElhinney-Samson (Deputy Head, Pastoral)**.

Physical and verbal abuse, offensive, degrading and derogatory behaviour will not be tolerated. Racist/sexist remarks and harassment will be dealt with under the terms of the Discipline Policy.

In addition, reports of the following unacceptable behaviour will be investigated and could result in disciplinary action:

- racist or discriminative language, abuse and threats
- racist or discriminative graffiti, jokes, magazines and software
- ridicule of cultural and religious differences
- incitement of others to behave in a racist or discriminative manner.

### **Action to be taken:**

The member of staff dealing with the racist/discriminative incident shall:

- discuss the incident with the students, both victim and perpetrator/s
- report the incident immediately to the Equal Opportunities Co-ordinator, Mrs McElhinney-Samson
- provide a written report of the incident where appropriate.

The Equal Opportunities Co-ordinator shall investigate the incident thoroughly and accordingly may:

- provide the victim and perpetrator/s with appropriate support
- provide the perpetrator/s with the opportunity to apologise to the victim
- give a verbal warning to the perpetrator/s
- send a letter to parents/guardians
- contact parents/guardians of victim
- record the incident in the Incident Book and give an account to the Head.

In serious cases, one or more of the following actions shall apply:

- Exclusion, followed by meeting with parents/guardians.
- Report to Chair of Governors Pastoral Committee and link governor.
- Report racist incidents to the LEA using the "Best Value Monitoring Form" (Appendix 1).

## **MONITORING PROCEDURES**

- The Equal Opportunities Co-ordinator will maintain a log of racist incidents and will inform the LEA of any notable incidents.
- Fixed term exclusions will be monitored.
- Data on attainment will be used to measure pupil progress broken down by racial groups.