



Eskdale School

A place of belonging, a place of inspiration

Race Equality Policy

Eskdale School aims:

To develop as a vibrant, dynamic community committed to the principles of "Every Child Matters" so that all of our students

- are safe and healthy
- enjoy and achieve
- make a positive contribution
- experience success so that they are equipped to make their way in the world of work.

Document Status	
Date of Policy Adoption by Governing Body: October 2006	
Reviewed	June 2018
Next Review	June 2021
Signed (Chair of Governors)	

Racial Equality
at Eskdale School
an agreed policy statement

Racial Equality Commitments

- That the governing body and school management will be proactive in promoting racial equality and good race relations and tackling unlawful racial discrimination.
- That the governing body will maintain an overview of implementation of the race equality policy and racial equality will be an annual agenda item at governor meetings.
- That school management will work in partnership with others to tackle racial discrimination and establish good practice to promote and disseminate racial equality.

Responsibilities

A Governing Body

- That the governing body is responsible for ensuring that the school complies with Race Relations legislation, including the general and specific duties arising from the Race Relations Amendment Act 2000.
- That the governing body is responsible, with assistance from the headteacher, for ensuring that the policy and its related procedures and strategies, are implemented.
- The Special Needs Link Governor has lead responsibility for racial equality.

B Headteacher

- That the head is responsible with the governing body, for ensuring that the policy and its related procedures and strategies are implemented.
- That the head is responsible for ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities.
- That the head is responsible for taking appropriate action against staff or pupils who racially discriminate.

C People with specific responsibilities

- PSHE Co-ordinator is responsible for co-ordinating racial equality work.
- The Headteacher is responsible for dealing with reported incidents of racism and racial harassment.

D All Staff

- That staff should know how to deal with racist incidents, and how to identify and challenge racial bias and stereotyping.
- That staff should not discriminate on racial grounds.
- That staff should keep themselves up to date with Race Relations legislation, and are required to attend appropriate training and information events organised by the school or LEA.

E Teaching Staff

- That staff are responsible for ensuring that students from all racial groups are included in all activities and have full access to the curriculum.
- That staff are responsible for promoting racial equality and diversity through teaching and through their relationships within the school and wider community.

F Visitors and Contractors

- That visitors and contractors are responsible for complying with the school's race equality policy.

Examples of Racist Incidents:

A racist incident can be defined as any racially motivated hostile or offensive act or statement by a person of one ethnic group against a person of another ethnic group. Such acts or statements may result in physical harm or generate discomfort, pain, stress, fear or anxiety.

Racial harassment can take many other forms:

- Insults
- Jokes
- Graffiti
- Abusive letters
- Refusal to co-operate with people because of their cultural or ethnic origin
- Physical assault
- Possession or distribution of material of a racist nature
- Damage to property
- Theft
- Racist comments during lessons or breaks
- Ridicule of an individual's cultural or ethnic background
- Incitement of others to behave in a racist manner

Dealing with Racist Incidents:

Approaches include:

- Encouraging students to report incidents whenever and wherever they see them or are involved in them.
- Ensuring that racist incidents are always taken seriously and dealt with consistently
- Making it clear that racist incidents are always unacceptable

- Ascertaining whether particular incidents are isolated events or part of a pattern of racist behaviour directed against a student or family in school or in the wider community
- Giving support, including counselling if necessary, to the victim
- Enabling victims to make contact with an approved outside agency, if appropriate (eg., Kidscape, Childline, Anti-Bullying Campaign)
- Provision of counselling for the perpetrator, who nonetheless must be made aware that his/her behaviour is unacceptable
- Contacting the parents/primary carers of the victim and the perpetrator
- Knowing what sanctions will apply to different racist incidents and applying such sanctions consistently
- Knowing what to do with persistent offenders
- Ensuring that an individual who makes a complaint about racist incidents is not victimised in any shape or form
- Using the curriculum and acts of collective worship to discourage racism in general and racist incidents in particular
- Recording all racist incidents
- Reporting all racist incidents to parents/primary carers, governors and the LEA
- Provision of training to ensure that racist incidents are always taken seriously and dealt with consistently
- Production of a policy for dealing with racist incidents, or revision of existing policies dealing with behaviour, discipline and bullying.

Sanctions include:

- A report to the tutor or head of year
- A report to the assistant headteacher or headteacher
- A report to the parents or primary carers of the victim/s and the perpetrator/s
- Detention
- Exclusion from particular lessons or activities
- Temporary exclusion
- Permanent exclusion
- Police intervention
- Immediate removal of graffiti
- Confiscation and destruction of racist literature

Recording and Reporting:

- All racist incidents should be recorded on a monitoring form (R1) kept in the main office
- A summary of such incidents is provided to the LEA termly, using the North Yorkshire County Council Termly Summary Report for Racial Incidents formic web form.

Monitoring and Evaluation

Responsibility for the evaluation of the policy rests with the Headteacher. Monitoring is undertaken through the Headteacher's report (Form R2) to the Governors and LEA for the summer term each academic year.

