



Racial Equality Policy

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Rationale

Silsoe School will foster an ethos of empathy, respect and understanding. We will help every pupil to develop a sense of personal and cultural identity that is positive, receptive and respectful towards other identities.

We will provide opportunities for every pupil to achieve the highest possible standards. We will develop the knowledge, understanding and skills of all of our pupils to enable them to participate fully in a multicultural society.

We will follow the guidelines set down by the MacPherson Report and Central Bedfordshire Council to ensure racial equality within our school.

Aims

- To make pupils, staff, parents and visitors aware that racial harassment, bullying, abuse, graffiti and other racist behaviour in any part of the school and by any pupils will be challenged and will not be tolerated.
- To empower pupils to report racist incidents within a framework that recognises the right of the child to be heard.
- To recognise the right of a pupil to involve an adult external to the school to express their perceptions.
- To ensure that all members of staff are familiar with and able to implement the procedures for dealing with and recording racist incidents.
- To insist all members of staff are vigilant with regard to behaviour among pupils and to look out for and respond appropriately to incidents and reported incidents of bullying and harassment.
- To involve pupils and parents in agreeing principles and procedures for dealing with racist incidents, including harassment and play their part in dealing with such incidents.
- To ensure play areas are safe and that they encourage and promote positive and co-operative behaviour among pupils.
- To eliminate racial discrimination from and promote racial equality in employment within the school.
- To promote a curriculum which is explicit in challenging racism and in promoting racial equality.
- To enable the Governing Board to determine policy in respect of racial equality and to monitor the implementation of this policy

Racial Equality in Practice

In practice this policy means we will: -

1. Take action immediately in the event of a racist incident.
2. Provide support for a person who has been subjected to a racist incident.
3. Intervene to ensure that the perpetrator of the racist incident is clear that the incident is unacceptable.
4. Encourage pupils and staff to explore their own perceptions in the light of the values and principles set out above.
5. Discuss racist incidents with parents and encourage them to support the school's anti-racist policy.
6. Provide regular training for staff on the school's racial equality and racist harassment policy and procedures.
7. Ensure temporary and supply staff are briefed with regard to this policy.
8. Ensure failure to observe racial equality is responded to appropriately following the agreed LA's disciplinary and grievance procedures.
9. Identify, share and promote good practice.
10. Ensure our curriculum is fully inclusive, reflective of our diverse society and anti-racist

Monitoring and Implementation

The Head Teacher will undertake responsibility to record and monitor racist incidents. They will report annually to the Full Governing Board.

The assessment co-ordinators will guide all staff in monitoring the attainment of all pupils including minority ethnic groups and pupils who need support to learn English as an additional language. We will identify trends and patterns of underachievement and where necessary take positive action to improve attainment.

Appendices

Access to guidance issued in the McPherson report is available to all staff and parents via the hyper-link below.

<https://www.gov.uk/government/publications/the-stephen-lawrence-inquiry>