



Racial Equality Policy

Principles

North Road Academy believes that all pupils, regardless of their race, nationality, culture or religion, are entitled to an education, which is free from racial discrimination and harassment. All staff are expected to take all allegations seriously and to implement the agreed policy and procedures.

The Head teacher will regularly review the racial incidents log and put together strategies to support staff, the victim and the perpetrator.

Examples of Racial Harassment in School

Racial harassment in school might include:

- Verbal abuse of any kind, including name calling. (Terms that are used to undermine the dignity of the individual concerned and must be seen as more serious than name calling in general.)
- Physical assault, physical threat, intimidation or harassment (including attacks on possessions)
- Racist jokes (including jokes about other nations or particular groups)
- Graffiti which is racially offensive

Wearing of racist badges or t-shirts

- Distribution of racist literature, including jokes, cartoons, drawings etc.

Values, Ethos and Relationships

North Road Academy is committed to an inclusive policy which encourages good relationships, mutual understanding, the celebration of diversity together with mutual respect and trust.

- Every child in the school is valued equally.
- Staff respect and nurture the individual identity of all children.
- Staff are committed to fairness, justice and respect in the way they behave towards each other. Everyone is aware that racism is unacceptable and will not be tolerated.
- Staff value cultural and ethnic diversity and celebrate the achievements of all pupils through the curriculum, assemblies, displays, resources in the library and school events.

Dealing with the Perpetrator(s) of a Racist Incident

All racist incidents will be considered as serious and dealt with accordingly. The member of staff who first encounters the incident must express firm disapproval and take positive

action to deal with the situation. Failing to do this could be seen as condoning the behaviour and thus discourage pupils and parents from reporting incidents.

Prompt, appropriate and consistent responses from staff will encourage pupils and parents to report incidents and share their concerns and worries. As far as the perpetrator is concerned, it is the behaviour the school disapproves of and not the child.

Effective action could include:

- Investigating the incident to ascertain the facts, together with the background which led up to the incident. (See appendix 2)
- drawing the perpetrator to one side and explaining clearly and calmly why the behaviour was wrong hurtful or offensive
- seeking an assurance that the pupil understands why the behaviour was wrong and that it will not be repeated;
- Where an assurance is forthcoming, asking the pupil to apologise for his/her action;
- Referring the incident, where appropriate, to a senior member of staff for disciplinary action in accordance with the school's Behaviour Policy
- Contacting the parents to make it clear to them that such behaviour is unacceptable and that further disciplinary action will be taken if there is a repetition
- In appropriate cases, considering the use of positive strategies other than sanctions and punishment which might help and encourage the pupil to overcome his/her prejudices and to desist from engaging in similar behaviour in the future;

Supporting the Victim

Action taken to deal with a racist incident must include support for the victim. A caring, sensitive approach that includes reassurance will help demonstrate the school's commitment to combatting racism.

Effective action could include:

- Speaking separately to the victim, giving him/her support and reassurance
- Offering the pupil an opportunity to talk about the incident and say how he/she feels;
- Asking whether the pupil has been subject to racism on previous occasions
- Recognising that the pupil might rather talk about the incident at a later stage;
- Explaining to the pupil the action that has and/or will be taken
- Reassuring the pupil the school's commitment to combatting racism and encouraging him/her to report incidents in the future;
- Informing the parents of the incident; explaining what has happened and what action has been taken by the school; reassuring them that the school will take steps to try to prevent any repetition of the incident. (See appendix 3)

Care needs to be taken where an allegation of racial harassment is proven, on investigation, to be groundless, the complainant needs to have the situation explained with due sensitivity to ensure that they are not discouraged from expressing any similar concerns in the future.

Following up An Incident

Effective action could include:

- Considering whether the actions of the perpetrator to see if there were any underlying reasons which might have made him/her behave in this way;

- Monitoring the perpetrator's future behaviour;
- Considering whether any other members of staff need to be informed
- Identifying any particular places or times when pupils might be vulnerable, alerting staff on duty at that time, encouraging them to keep an eye on the victim building up his/her trust over time;
- Consider whether the topic needs to be part of a class discussion, phase or whole-school assembly;
- Staff to be alert for pupils who may be suffering in silence.

Recording and reporting Procedures

- All incidents should be reported and recorded on the School Racist Incident Report form however minor that might seem at the time
- The Head teacher is responsible for overseeing the reporting procedure and will monitor the incidence of racial harassment on a regular basis.
- A record will be kept of action taken by the school
- All records will be kept securely in the Head teacher's office.

Signature: *Naeem Bashir*

Naeem Bashir
Headteacher