



Dereham Church Infant and Nursery School



Racial Equality Policy September 2022- 2025

The term race includes colour, ethnic origin, nationality, national origin and citizenship as well as race.

The Race Equality Duty

The Race Relations (Amendment) Act 2000 places a positive legal duty on schools to promote equality. This means that policies and practices which are not in themselves racist, but which have a discriminatory effect on particular ethnic groups, are open to challenge in the courts.

The Equality Act 2010 places a legal duty on schools to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations through tackling prejudice and promoting understanding.

What this means for schools:

General duties

- Tackle racial discrimination
- Promote equality of opportunity
- Promote good relations between persons of different racial groups.

Specific duties

- From May 2002 publish a Race Equality Policy which includes an implementation strategy or action plan (effectively a Race Equality Scheme), monitor it annually and review it every three years
- Involve appropriate and diverse stakeholders in developing the policy
- Monitoring the impact of the school's policies on pupils' performance and progress
- Provide ethnic monitoring data on their staff in regular returns to the local authority (Norfolk County Council).

Pupils need to be made aware that we live in a diverse society, in which appropriate, positive attitudes and behaviour need to be adopted.

- ❖ The School's commitment to an anti-racist stand-point and regard for diversity issues and approaches is reflected in one of our School Aims, which states:

By the time they leave our school, we aim for our children to:



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- Have an awareness of, and respect for, their own and others physical, emotional, social understanding and spiritual well-being.
- Have a sense of belonging in our school and wider community whilst recognising the values, opinions, culture and beliefs of others.

The school aims to create an environment where no one should experience racial harassment, whether directed at them or at a fellow student.

Strategies to encourage positive pupil behaviour

All staff promoting positive attitudes, language and behaviour amongst pupils at all times in and outside the classroom. (X reference Behavioural Management Policy)

Many racial incidents will be of a less obvious type and, therefore, difficult to detect and deal with. Incidents may not occur in the presence of teachers or adults. It is, therefore, important that strategies are developed which will ensure all members of the school community are sensitive to, and take responsibility for, reporting and dealing with such incidents.

Positive behaviour and attitudes towards others will be encouraged through the example set by staff and through opportunities in the curriculum which will include diversity issues and racism.

- ✚ Development of diversity issues and equal opportunities as cross-curricular themes in teaching and Collective Worship.
- ✚ In-service training for all staff to highlight diversity issues and the need to consider such issues when choosing teaching materials.
- ✚ Sensitive choice of teaching materials by staff to avoid the possibility of stereotyping or offering racial offence.

Identification

A racist incident can take the following forms:

1. Physical harassment – including violent attacks of physical intimidation, as well as 'minor' intimidation which are cumulative in effect.
2. Verbal harassment – name calling, ridiculing a person's background or culture, off the cuff remarks which cause offence.
3. Non-cooperation and disrespect – ostracism, refusing to work with or show respect may be a racist incident if there is evidence of racist motivation or the 'victim' perceives such a motive. Inadvertent disrespect, eg ignorance by any member of the school community of a pupil's cultural practices which cause the pupils to feel harassed or uncomfortable.



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4. Stereotyping – this can sometimes be the most subtle form of racism because it can lead to racial discrimination.
5. Other incidents such as racist jokes and vocabulary, graffiti, racist badges and literature.

Reporting racist incidents in schools

Schools are required to have in place a procedure for dealing with and reporting racist incidents which includes:

- providing a summary of racist incidents to Norfolk County Council
- Keeping a log in school of all racist incidents (HT keeps a log in a secure place)

Referral

- Pupils will be encouraged to inform staff of racist incidents. Staff will ensure that all reports are taken seriously and the information is recorded.
- Information regarding a racial incident may be presented by the individual, groups of friends or via parents/carers and will be treated by staff in a sensitive manner.
- Staff are to report directly to a senior member of staff without delay, any incident of suspected racism.
- MSAs to be told to report to teaching staff on duty anything they may observe which might constitute racist abuse.

Action

- Immediate action by a teacher or supervisor will be concerned with separating the perpetrator and victim, to defuse a situation where abuse or attack appears to have taken place, reassure the victim and to allow the alleged perpetrator to consider the consequences and impact of her or his behaviour.
- A Racist Incident Sheet will be completed and passed to the headteacher without delay.
- The designated senior member of staff will take action in accordance with the instructions on the sheet.
- Any action taken will involve discussions with the class teacher. All reported racial incidents will be fully investigated and documented with copies of the incident sheet placed in the files of all pupils involved; victims and perpetrators. A copy of the documentation will also be kept in the file in the Head teacher's office.

In cases where physical injuries have been sustained and the First Aider is required to attend, then the designated senior member of staff (Headteacher) must inform the Local Authority.



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Staff will be informed of pupils involved in a racial incident or of any potential incidents and what action to take.

Link to other policies:

- Anti Bullying Policy
- Behaviour Policy
- Bullying and Harassment Policy
- Code of Conduct
- Equal Opportunity Policy
- SEND Policy
- Spiritual Development

Racist incident sheet

Date _____



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1. Victim's Name _____ Class _____

2. Alleged Perpetrator(s) _____

3. Nature of Incident

4. Effect on Victim

5. Context ----- Do you believe this is a unique incident or one of a number of such incidents?

6. Immediate Action Taken

7. Teacher _____

Please pass this sheet to the headteacher at the earliest opportunity.

Please place copies in the pupil incident folder. A further copy should go to the headteacher who maintains a central file in their office.