Our Lady of Mercy Catholic Education Trust

St Anthony's Girls' Catholic Academy

Policy type:	**School**
Policy:	**Race Equality Policy**
Ratified by MAT Directors:	December 2018
Head Teacher signature:	M. Shepherd.
Chair of Directors signature:	
Review Date:	December 2019
Ownership:	M. Lanaghan (Deputy Head)

This policy has been developed to take into consideration our Mercy ethos and local and national policy and guidance.

1. General Statement

St. Anthony's Girls' Catholic Academy is opposed to all forms of racial discrimination, and is committed to promoting race equality. All members of the academy community are required to respect others' right to enjoy equal opportunities, and as an organisation the academy actively promotes a spirit of co-operation and respect between races.

The effects of this policy will be monitored constantly, and reviewed annually.

The Head Teacher will be responsible for the day-to-day conduct of the policy.

Failure to comply with the policy will result in disciplinary procedure if the person involved is employed by the academy; if the person involved is a member of the academy community, but not employed by the academy, appropriate action will be taken (we will follow the LA procedure in this).

2. Aims

A significant measure of the success of this policy will be the attainment and progress of pupils of all ethnic backgrounds. In order to monitor this, the following information will be gathered and reviewed, taking into account the ethnic background of the pupils:

- Admission;
- Attendance;
- Attainment;
- Special educational needs.

Where apparent disparities are identified, the academy will attempt to remedy the situation by raising the standards of the under-achieving group.

The academy will monitor the curriculum, resources and environment to ensure that they reflect the language and cultural needs of all its pupils. Irrespective of whether there are any ethnic minority pupils in the academy, or in a particular group, cultural diversity will be represented and celebrated.

The academy recognises that Year care and the assessment of special educational needs might be made more complex by cultural and linguistic factors. By ensuring that assessment is culturally sensitive, we will attempt to avoid inappropriate responses to special needs, and we will use all necessary measures to ensure that parents understand the purpose and implications of Year and special needs provision.

Staff recruitment procedures will encourage the appointment and retention of the best candidates, irrespective of ethnic background. Professional development will be provided without racial discrimination.

The academy requires the highest standards of behaviour from all its pupils, and will exercise its disciplinary procedures fairly and without prejudice.

Racism and racial harassment are not tolerated, and the whole academy community, including where possible any visitors, will be made aware of this. Any alleged racial incident will be promptly, fully and sensitively investigated and, where pupils are involved either as perpetrators or victims, their parents will be kept fully informed.

Race will not be a determinant in admission criteria or a factor in transfer procedure. Where an existing procedure is found to be unintentionally discriminatory in practice, an attempt will be made to remove the disadvantage.

All responsible attempts will be made to ensure that the governing body matches the ethnic composition of the area in which the academy serves.

The academy believes:

- that all its members should respect each other whatever their religion or racial background;
- that racist behaviour and racial discrimination are not to be tolerated;
- that knowledge and awareness of a variety of cultures is a useful preparation for life in contemporary society;
- that cultural diversity should be celebrated.

3. Responsibilities

Governing Body

The Governing Body and Head Teacher must make it absolutely clear to all members of the academy community that racist behaviour of whatever kind and whatever degree is totally unacceptable, and that no such incident will be allowed to pass without immediate challenge and appropriate action.

In ways appropriate to the academy's circumstances the Governing Body, Head Teacher and staff have set out in writing the agreed practices and disciplinary guidelines they intend to employ as part of the academy policy to counter such behaviour. These guidelines will be made known to all pupils, staff, parents and governors, through the academy website, and inclusion in personal and social education programmes.

Head Teacher

The Head Teacher has the prime responsibility for maintaining discipline and setting acceptable standards of behaviour within the academy. To fulfil this responsibility the Head Teacher gives clear leadership, emphasising the need for all members of the academy community to be vigilant at all times for any sign of racism and takes appropriate action.

Leadership Team

Firm lines of responsibility for dealing with incidents have been laid down.

The issue of racist behaviour will become a regular feature of staff and academy meetings as the need arises.

Where the activities of extremist organisations are suspected of directly inciting racial hatred within the academy, the police and LA will both be immediately informed.

The impact of any serious incident on the academy community will be assessed and if desirable, raised with the whole academy community.

Any incident will be logged for monitoring purposes.

By far the best way for the academy to influence children's attitudes is to lead by positive example so as to encourage the development of the academy ethos which actively discourages such behaviour. All adults in the academy accordingly ensure that by adopting a positive stance, they take the opportunity to provide accurate information on the facts of racial and cultural diversity. However, sanctions, up to and including exclusion, may be the appropriate response to serious incidents of racist behaviour.

Subject Leader/Year Leader

Time must be found by Year Leader to investigate an incident thoroughly, to ensure that justice is seen to be done.

Subject Leaders should ensure that racist graffiti or slogans, whether on books or walls, should be removed by caretakers immediately on discovery, and any damage repaired.

Subject Leader/Year Leader should ensure that racist literature, badges or insignia should be confiscated on discovery, and the reasons for not allowing them on academy premises should be explained and publicly emphasised.

Pupils responsible for racist behaviour should be dealt with through the recognised disciplinary procedure and reported to the Deputy Head, and, depending on the seriousness of the offences, the matter should be reported to their parents.

Pupils who persist in racist behaviour should be brought to understand the seriousness of their offences by the direct involvement of their parents or through the established exclusion procedures.

Victims should be offered aid and support

1. Incidents should be dealt with sensitively.
2. Pupils should be informed of the action taken and the attitude of the academy towards such behaviour should be properly explained to them.
3. In the case of serious or persistent incidents the Head Teacher will consider the desirability of writing to, or meeting, the parents of the victim to explain the action taken and discussing the matter with them.

Tutor/Subject Teacher

Teachers should, as part of their normal day to day educational practice, be alert to, and seek to overcome, any ignorant or offensive attitudes based on fear or dislike of racial characteristics.

4. Procedures (ref Annex 1)

1. Identifying Racist Behaviour

'A racist incident is any incident which is perceived to be racist by the victim or any other person', Macpherson Report 1999.

Racist behaviour can be defined as anything intended to cause hurt or distress where the motivation is racial dislike or hatred, or behaviour based on prejudice against any racial group. All racist incidents will be recorded (ref Annex 2).

In accordance with this definition, incidents of racist behaviour may take a wide variety of forms. They may be physical, written or spoken, they may involve a small or large number of persons, and their victim may be from either the minority or majority communities. Such behaviour may occur in or out of lesson time, in classrooms, in the staffroom, corridors, playgrounds, at the academy gate, or on the way to and from the academy.

Racist behaviour affects many people, not only those who are the target of the behaviour. Those who witness and even those who subsequently hear about it are also likely to be affected, especially if no action is taken to stop it. There may be no apparent direct victim, for instance if racist graffiti appears in an all-white academy, but in such a case the potential long-term effect on attitudes and relationships must still be addressed.

Children subject to such behaviour may suffer physical or emotional injury as a direct or indirect result. They may be reluctant to attend academy and even if they attend the academy they are likely to find it hard to concentrate on the curriculum. Children who hear or witness racist behaviour may live in fear that it will be their turn next or may attempt to intimidate the racist behaviour.

The following are all examples of racist behaviour:

1. Direct physical assault or the threat of it where race is a significant factor.
2. Racist insults, where name-calling, mimicry, ridicule for cultural differences eg. food, music, dress, or racist joke-making.
3. Racist comment, stereotyping or mis-information on racial characteristics.
4. Racist graffiti on walls or elsewhere.
5. Distributing racist literature, the wearing of badges or insignia, or writing or expressing slogans or catch phrases associated with organisations known to be racially motivated.
6. Refusal to co-operate with others on grounds of race, for example as partners in work or in groups or teams.
7. Taking advantage of pupils in the early stages of learning English as an additional language, for example by encouraging inappropriate language or actions.
8. Incitement of others to do any of the above.

All racist incidents will be taken seriously although they may vary in their degree of hostility. Some incidents, such as name-calling and joke-making may seem trivial but they still express offensive racist attitudes which attack the very essence of the individual's or community's self-respect. Even incidents which appear trivial in themselves can rapidly become serious and frightening once they begin to accumulate and intensify, so the academy will always take action at the earliest opportunity. The fact that the victim has not complained about an incident will not be seen as a reason for inaction.

Incidents involving members of staff

Racist behaviour by pupils towards staff will be viewed as a serious incident and will require action in many ways parallel to those already outlined.

Racist behaviour by a member of staff in academy would be a disciplinary matter in the same way as any other inappropriate behaviour. It may be a matter for counselling before any formal disciplinary action is taken but this would depend upon the circumstances. Behaviour which caused hurt or distress to members of the academy community and affected the quality of education of all pupils will not be ignored. It is part of the academy's ethos that inappropriate behaviour by a member of staff should be professionally questioned by other members of staff before the stage of formal action is reached.

Incidents outside academy

Where incidents are part of a pattern in the locality the academy would be willing to play their part, in co-operation with other agencies, such as the police, housing department and social services, in working to prevent racist incidents and supporting the victims.

Reporting hate incidents in Sunderland

ARCH is a network of organisations working together across the city to help support victims of hate incidents and where possible take action against the suspect.

Contact ARCH
Tel: 0191 5612480
Emails: sunderlandarch@sunderland.gov.uk

Procedures

Category	Suggested Actions
1. Physical assault or the threat of it where race is a factor.	**Person initially dealing with the incident:** 1. Take measures to protect the victim. 2. Report the incident to the Head Teacher or Deputy Director. 3. Carry out full investigation and produces full written report or findings. 4. Send appropriate detailed information to the parents of perpetrator and victim. 5. Take disciplinary action appropriate to the severity of the offence. 6. Offer appropriate guidance and support to the victim and the perpetrator. 7. Consider long-term measures to prevent re-occurrence. 8. Record the incident and the action taken, and give copy to Deputy Head.
2. Racist insults, whether name-calling; mimicry; ridicule for cultural differences eg. food, music, dress; or racist joke-making.	**Person initially dealing with the incident:** 1. If you are present, challenge it. 2. Take measures to protect the victim. 3. If individuals are persistently abusive, refer to the Year Leader. **Year Leader** 4. Produce a full written report of findings. 5. Send appropriate detailed information to parents of perpetrator and victim. 6. Take appropriate disciplinary action. 7. Offer appropriate guidance and support to the victim and the perpetrator. 8. Consider long-term measures to prevent re-occurrence. 9. Record the incident and the action, and give to Deputy Head.
3. Racist comment, stereotyping or misinformation on racial characteristics.	**Person initially dealing with the incident:** 1. Challenge any such comments. Explain to the perpetrator that they are unacceptable and the reasons why, and the consequences or persistence. 2. Refer individuals who persist in making inappropriate statements to the Year Leader for full investigation. **Year Leader** 3. Produce full written report of findings. 4. Send full information to parents of perpetrator. 5. Take appropriate disciplinary action. 6. Record the incident and give copy to Deputy Head.
4. Racist graffiti on walls or elsewhere.	**Person initially dealing with the incident:** 1. Report to the Year Leader and take measures to remove it immediately. If a perpetrator were identified, action would be taken as in 2 or 3 above. 2. Year Leader to make regular checks, and take steps taken to discourage the reappearance of graffiti. 3. Year Leader to record the incident and give copy to Deputy Head.
5. Distributing racist literature; the wearing of badges or insignia or writing or expressing slogans or catch-phrases associated with organisations known to be racially motivated.	**Person initially dealing with the incident:** 1. Remove all such material. Explain why such literature, insignia or slogans are unacceptable. 2. Refer to the Year Leader for full investigation. **Head Teacher or Deputy Head:** 3. Inform police, LA and ARCH and other academys if there is evidence of targeting by racist organisations. 4. Send full information to parents of perpetrator. 5. Take appropriate disciplinary action. 6. Record the incident.

Annex 2

St. Anthony's
Racist Incident Report

As with other incidents, staff should report any racist incident to the appropriate Year Leader or if more than one year is involved to Mrs. Lanaghan (Deputy Head)

Staff Name: ……Date: …….

Reported incident to: ……. (name of staff member)

Incident involved

1. Name-calling, insulting remarks, jokes, or teasing ☐
2. Graffiti ☐
3. Physical assault ☐
4. Refusal to work with someone on racial grounds ☐
5. Promotion or display of racist material ☐
6. Inciting someone else to do any of the above ☐

Details