



COPTHORNE PRIMARY SCHOOL

RACE EQUALITY POLICY

Date of issue	Review date	Date ratified by Governing Body	
January 2014	January 2017	5 th February 2014	
	Print name	Signature	Date
Head of School	Mrs C Shepherd		
On behalf of Governing Body	Mrs N Hussain		

Copthorne Primary School
Race Equality Policy

Copthorne Primary School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to:

“Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.”

Copthorne strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and celebrate diversity.

We recognise:

- The inclusive nature of our curriculum and the opportunities Citizenship presents for encouraging ‘respect for diversity’
- The importance of celebrating festivals from diverse faiths
- All minority ethnic groups
- The important contribution immigrants and their descendants have made to Britain
- The importance of Global Citizenship
- The importance of strong home/school and wider community links
- Our duty under the Race Relations (Amendment) Act 2000 to promote race equality actively
- The recommendations of the inquiry into the death of Stephen Lawrence:

‘That Local Education Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism’. (Stephen Lawrence Inquiry Report by Sir William MacPherson, February 1999: Recommendation 68).

The definition of institutional racism is ‘the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour and ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people’.

A racist incident is ‘any incident which is perceived to be racist by the victim or any other person’. (Stephen Lawrence Inquiry Report by Sir William MacPherson, February 1999)

Racist incidents can involve any of the following:

- ◆ Verbal abuse, threats and name-calling
- ◆ Racist graffiti
- ◆ Racist comments in the course of discussions
- ◆ Physical intimidation
- ◆ Violent attacks because of a person’s colour, ethnicity, nationality or religion
- ◆ Incitement of others to behave in a racist way
- ◆ Refusal to co-operate/work with other pupils because of their colour, ethnicity, nationality or religion
- ◆ Ridicule of cultural differences e.g. food, dress, language, names, appearance
- ◆ Racist jokes (including those circulated on mobile phones and via the internet)

- ◆ Damage caused to a person's property
- ◆ Possession/distribution of racist material
- ◆ Wearing racist badges/insignia

Copthorne Primary School will not tolerate racial harassment or discrimination of any kind and will take positive actions to promote race equality, which includes monitoring pupil progress by ethnic group.

Procedures for dealing with racial incidents

All incidents as defined above will be recorded. Incidents will be recorded in the school Incident book and a Racial Incident Report Form will be completed.

The person reporting or recording an incident will provide details including:

- date, time and place of incident
- type of incident
- person(s) involved
- actions (including sanctions) taken

The form will be passed onto the Equalities Co-ordinator who will in turn ensure that it is reported back to Bradford Council.

Monitoring of incidents by Bradford Council

Under the RRAA and Education and Inspections Act 2006, schools are required to report on racist incidents as part of the best value performance indicators (BVPIs) to Bradford Council on a termly basis. This report does not identify pupils or individual schools and the information is aggregated and anonymous. It provides schools with feedback on the nature of racial incidents that took place in schools over the academic year and identifies pupils from different ethnic groups that are most vulnerable. It also provides a breakdown on the number of racial incidents that occur on a termly basis and whether these numbers are increasing or decreasing. Bradford Council has selected the sentinel on-line reporting system.

Dealing with alleged perpetrators

In a case where a pupil is the alleged perpetrator:

- ◆ The incident should not be ignored. There should be a clear explanation that the conduct is unacceptable
- ◆ In all cases, the incident must be reported to the designated member of staff / Executive Head Teacher or Head of School. Where the incident involves violence, threats of violence or incitement to racial hatred, the matter must be brought to the attention of the Executive Head Teacher or Head of School as soon as possible
- ◆ The designated member staff/ Executive Head Teacher or Head of School should investigate the report. The Executive Head Teacher or Head of School will then take appropriate action
- ◆ The Executive Head Teacher or Head of School should make a decision about informing the parent/carers of the perpetrator and the parents/carers of the victim. In all serious cases both sets of parents/carers must be informed
- ◆ Where the Executive Head Teacher or Head of School takes a decision to exclude a pupil, it should be done in accordance with the exclusion procedures

In a case where an adult is the alleged perpetrator (including parents, carers and members of staff):

- ◆ The incident must be reported to the Executive Head Teacher or Head of School.
- ◆ The Executive Head Teacher or Head of School should investigate the report and take appropriate action
- ◆ Any action taken by the Executive Head Teacher or Head of School should be in accordance with the governing body's disciplinary procedures
- ◆ Complainants must be informed of the procedure for making a formal complaint, including action they could take if they were unhappy with the investigation or the action taken in relation to the incident
- ◆ In a case where another member of staff is the victim, it may be appropriate for the matter to be handled in accordance with the grievance procedures of the school
- ◆ Any serious incidents involving violence, threats of violence or incitement to racial hatred should be reported to the police as soon as possible.
- ◆ Perpetrators should be clearly warned that if their behaviour continues they could be reported to the police
- ◆ Appropriate action against parent/carer perpetrators (depending on the circumstances) may include:
 - Calling the Police to escort the perpetrator off school premises
 - Sending a warning letter to the parent/carer
 - Seeking a court injunction banning the parent/carer from school permanently (for further advice on this issue contact the Council's Legal Services Team)