



BYRCHALL HIGH SCHOOL

Racial Equality Policy

Rationale

We are committed to giving all our children every opportunity to achieve the highest of standards. We do not tolerate bullying and harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people. We will work to dispel ignorance and distrust which breeds prejudice and discrimination.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related school documents, equal opportunities are included in all policy statements and Behaviour and Special Educational Needs policies give in depth details.

The General Duty requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity.

The specific duties require us to:

- Prepare a policy on racial equality;
- Assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these students.

Aims and Objectives

In our school we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- Creating an ethos in which all pupils and staff feel valued and secure;
- Building self-esteem and confidence in our students, so that they can then use these qualities to influence their own relationships with others;
- Having consistent expectations of students and their learning;

- Actively tackling racial discrimination and promoting racial equality.
- Consultation with parents/carers and members of the local community as and when necessary.
- Making clear to our students what constitutes aggressive and racist behaviour;
- Identifying clear procedures for dealing quickly with incidents of racist behaviour;

Teaching and Learning Style

We aim to provide all our students with opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure equality of access for all students and prepare them for life in a diverse society;
- Use materials that reflect a range of cultural backgrounds, without stereotyping;
- Promote attitudes and values that will challenge racist behaviour;
- Provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures;

Tackling Racial Harassment

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, and damage to property or lack of co-operation in a lesson, due to ethnicity. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the student/adult who is the victim;
- Reprimand the aggressor and inform the member of SLT responsible for racist incidents (Angela Finch)
- The member of SLT responsible for racist incidents will ensure a suitable sanction is applied and arrange support for the victim and a programme of education for the aggressor.
- A “Record of Racist Incident” will be completed and filed in the Incident file.
- If the incident is witnessed by other pupils they will be informed why it is wrong.
- Inform both sets of parents.
- The school is required to supply the LA with employment data related to racial groups employed by the school.

The governing body will monitor the impact of the school’s work to promote race equality. Racist incident numbers are reported to the FGB each term in the Headteachers report to Governors.