

## **1. Aims of this policy**

- This policy supports the aims of the school in that it seeks to promote the welfare of all pupils and their academic achievement, regardless of their ethnic background.
- This policy seeks to set out how the school will respond to incidents of racism, offering appropriate support to pupils, all school staff, parents and carers within the school community.
- The policy will also clarify the support given to minority ethnic members of staff.
- The policy aims to meet the requirements of the Race Relations (Amendment) Act 2000.

## **2. Statement concerning racism**

Racism is defined by the school as:

*Attitudes and actions directed against a person by virtue of the fact of their colour, culture and/or ethnicity in such a way as to hurt another or to engage in stereotyping.*

*A racial incident is any incident regarded as such by the victim or anyone else. Under recent legislation it is no longer appropriate for such allegations to be dismissed because the incident is judged by the school not to be racially motivated. See Appendix 1.*

The school believes that racism is wrong and it will not tolerate racist attitudes among its staff, pupils or those who visit the school. Staff, when they encounter it or when it is brought to their attention, will always challenge racist attitudes and behaviour. The school will not tolerate racist taunting or bullying and in certain cases will contact the police.

## **3. Statement about positive multi-cultural and anti-racist education**

The school, through its basic curriculum seeks to recognise the multi-cultural nature of Britain in the 21<sup>st</sup> Century. The school regards a multi-cultural society as a positive feature of modern Britain, one that celebrates a rich cultural diversity. As part of the specific PSME, Religious Education and Citizenship entitlement for all pupils there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

## **4. Combating racism – behaviour management**

The school recognises that racist attitudes and bullying can go on unreported. Therefore the school, with the consent of minority ethnic parents, will:

- support minority ethnic pupils in such a way as to find out what sort of attitudes they have encountered or bullying using racial taunts has happened.
- act on the finding of the monitoring exercise, even where this shows that currently the pupil isn't suffering from racial abuse.
- report to parents on any action taken in light of the monitoring that has taken place.
- complete the diversity discrimination reporting form and send it to the Complaints Officer, Room 4411, Education Department, County Hall, Truro, TR1 3AY. (See Section 11)

## **5. Combating racism – public statements**

The school will make known its commitment to combating racism in the following ways:

- Will include opportunity for parents to request Specific Cultural requirements for their child on entry.
- The school's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes, either exhibited by staff, pupils or parents.

- It will be made clear to visitors that racism is unacceptable and will not be tolerated by the school.
- Each year the Governing Body will include a statement in its annual report concerning racism and will indicate if incidents have happened and how they were dealt with.
- The home/school contract will include the unacceptability of racial abuse or racially motivated behaviour.

## **6. Monitoring minority ethnic pupils' achievement**

The school has a small number of minority ethnic pupils and recognises that the group is statistically too small to make judgements about their attainment as a whole. Therefore, the school will track individual minority ethnic pupils using SAT's and optional SAT's data to measure progress against that expected for all pupils in the school. Where concerns about the progress of minority ethnic pupils arise the school will seek the most appropriate intervention in consultation with parents.

Teachers will, as they do with all children, be alert to early signs of disaffection or a drop in attainment or progress as in all students. When this happens the senior management team will be alerted and an intervention will be put in place to ensure that progress is resumed and attainment is at the level expected.

The school will assess all minority ethnic pupils for their proficiency in English. Where support is needed the school will contact the office of the Inspector for Special Education to seek the appropriate assistance and support.

The Headteacher will report to the Governing Body on the attainment of minority ethnic pupils putting it into the context of the needs of the individual pupils concerned at least on an annual basis.

## **7. Working with parents**

The school will take positive measures to support the parents of ethnic minority pupils at all times.

Where there is a language barrier for the parents the school will contact the office of the Inspector for Special Education to solicit support, as we do with all children.

## **8. School Visits and visitors to Cornwall**

The school recognises that many of its pupils have little contact with racial minorities and therefore:

- When going on trips pupils will be reminded of their responsibility to act appropriately. The issue of living in a multi-cultural society will be brought up and pupils reminded that racial abuse or the exhibiting of racist attitudes will be dealt with severely by the school.
- When studying about Cornwall, its history and geography, mention will be made of the different sorts of people who come to visit the county. It will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come here on business or for a holiday.
- The school expects that on any occasion when students are wearing school uniform they are representing the school and their behaviour is accountable.

## **9. Exclusions**

Where the behaviour of minority ethnic pupils becomes problematic and may lead to exclusion the following steps will be taken, as with all students.

- Parents will be invited to the school to discuss the issues and a strategy for inclusion will be produced.

- The Education Welfare Officer will be involved and will be asked advice on issues relating to the ethnic and cultural needs of the particular pupil and how that might impact on behaviour and behaviour management.
- It may be necessary to involve a member of the Child and Adolescent mental Health Services Team at an early stage to support inclusion. The school will contact the appropriate Educational Psychologist for support as deemed necessary by the Headteacher.

The school will work in accordance with its own policies in the light of circular 10/99.

## **10. Minority ethnic teachers**

The school welcomes applications from all qualified teachers irrespective of race, ethnicity, gender or sexuality for posts advertised by the Governors. When teachers from ethnic minorities are appointed they will have the opportunity for minority ethnic mentoring. The Headteacher will seek the details of mentoring available in County as and when necessary by contacting the Education Partnership Manager, Education Department, County Hall, who has responsibility for diversity issues.

Minority ethnic teachers have the right to access the additional support mechanisms provided by Cornwall County Council (CCC) as employers and the school will provide a copy of the County Council's Combating Racism/Race Equality Policy as part of their induction as a teacher. CCC provides a confidential service through the Education Personnel Department for minority ethnic teachers who are experiencing difficulties as a result of racism and racial discrimination.

## **11. Reporting, monitoring and evaluation**

The Headteacher will monitor the effectiveness of the policy on an annual basis. This will continue to be done in the following ways:

- Monitoring the number of incidents with a racial element.
- Monitoring the effect of any PSME/Citizenship module which has had a focus on combating racism.
- Talking with the parents of minority ethnic pupils to ensure they are happy with the workings of the school's policy.
- Talking with minority ethnic pupils to ask them how they feel the policy is working.
- Talking with minority ethnic members of staff on the workings of the policy.

A report to the Governors will be made annually on the effectiveness of the policy and amendments made where necessary. All policy changes will be communicated to parents. A nominated school governor together with members of staff responsible for PSME and Citizenship will monitor effectiveness of Policy. The report will be presented to the Headteacher who will in turn present it to the Governing Body.

All racially motivated incidents will be recorded and reported to the LEA as they occur on Form DIV-1.

In conjunction with Police Youth Affairs Officers (YAO) staff will issue the Racial Incident Self-Reporting Form published by the Devon and Cornwall Constabulary in cases where it is felt that the Police could be directly involved. The decision on the level of Police involvement will be established in negotiation with the Police.

## **12. Policy review**

This policy will be reviewed regularly, in line with other school policies. The Governing Body will undertake the policy review as it recognises that it is its statutory responsibility and not that of the Headteacher or staff to do so.

## **Appendix 1**

### **Categories of racist behaviour**

- physical assault against a person or group because of colour and or ethnicity
- derogatory name-calling, insults and racist jokes
- racist graffiti and images
- provocative behaviour – such as wearing racist badge or insignia
- verbal abuse and threats
- incitement of others to behave in a racist way
- racist comments in lessons
- attempts to recruit pupils to racist organisations or groups
- ridiculing of an individual for cultural differences
- refusal to co-operate with other people because of their ethnic origins