



## Racial Equality Policy

The Oxford Dictionary defines racism as:

**"Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior."**

### **Principles**

Howardian Primary school is an anti-racist establishment and is committed to addressing racism in any form. Racism, in any form is not tolerated at our school. All learners have the right to be treated with respect and to feel safe with regard to their individual ethnic background and identity. They have the right to receive their education in an environment which is free from humiliation, oppression or abuse on racial grounds. Parents and learners should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with and that help and support will be given to all involved.

### **School Context**

The school is situated in a diverse multi-cultural community in the North-East of Cardiff. Pupils are from a range of around 33 ethnic backgrounds, the groups with the highest % of pupils are: White British (58%), Pakistani (5.6%), White European - other - (4.2%), Bangladeshi (3.7%), White and Asian (3.7%). There are 27 different languages spoken by our pupils as their first language. Approximately 27.2% of our pupils currently speak English as an additional language (EAL).

Our school's Strategic Equalities Plan states that:

***"We recognise and celebrate the fact that British and Welsh society is made up of people from diverse backgrounds and life experiences. It is important that all pupils are prepared to live in such a society. The purpose of our Strategic Equality Plan (SEP) is to fulfil the duties to promote equality for people with 'protected characteristics', and embed fairness and equality at the heart of our school community and in all aspects of our school plans and policies. Through the equality improvement actions and strategically planned tasks detailed in this document, we aim to:***

- 1. Eliminate discrimination, harassment and victimisation***
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.***
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it."***

### **Aims**

Racial equality is central to the ethos and core values of our school. To establish and maintain this Howardian Primary School is committed to:

- Challenge racism in all forms
- Fulfil its statutory obligation to keep a formal record of all racist incidents
- Take every possible step to support victims of racial harassment
- Regard all racial incidents as a serious matter. Any example of racism will be referred directly to the Headteacher
- Take steps to establish a climate in which all members of the school community have the confidence to report racist incidents
- Ensure that all staff receive training in defining and responding to racist incidents.
- Ensure that all pupils have equality of opportunity to achieve and reach their full potential
- Value equally all members of the school community

- Promote positive attitudes towards life in a multi-cultural, multi-ethnic and multi-faith society
- Encourage pupils to acquire the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism they may meet in their lives
- Ensure existing school policies fully address inappropriate behaviour around racism and other discriminatory practices
- Promote equality of opportunity
- Promote good relations between persons of different racial groups

**Unacceptable racist acts include:**

- Direct physical assault or threat of it
- Inciting racism in others
- Behaving in a racist way and treating others less favourably on the basis of race
- Racist name-calling or racist joke-making and insults
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Writing or expressing provocative slogans or catch phrases
- Refusal to cooperate with other people because of their ethnic origin
- Wearing racist badges
- Displaying inappropriate Cultural appropriation

**The Curriculum**

As a Rights Respecting School we celebrate cultural diversity and the rights of all individuals. Our curriculum is committed to promoting equality and diversity to create an environment where all students can thrive together and where everyone is treated fairly and equally irrespective of their race, gender, age, disability, religion or sexual orientation. In line with the new curriculum for Wales we are committed to developing our pupils as: ethically informed citizens; expressive, creative contributors; healthy, confident individuals; and ambitious and capable learners. Our curriculum identifies regular opportunities both inside and outside the classroom to prepare pupils to meet their responsibilities as citizens in a multi-cultural society.

Within this context the school will continue to teach pupils the difference between right and wrong and the need to respect one another as well as themselves. We will seek to promote racial harmony, preparing pupils for living in a diverse and increasingly inter-dependent society and specifically to make it clear that racism is unacceptable and will not be tolerated.

The Humanities curriculum is also key in enabling pupils to gain insights into the origins and practices of their own cultures, and into those of the wider community. All teachers are expected to respect the rights of others and to respect those with different beliefs: expressing a personal view in an unprofessional way would be considered inappropriate.

**Actions in the event of racist incidents:**

All forms of racial abuse by any person within the school are treated seriously

- All racist incidents will be reported to the Head teacher
- The incident will then be fully investigated, with written statements taken from victim, alleged perpetrator and any eye witnesses and stored on file
- Parents of all involved will be contacted and informed
- Following investigation racist incidents will be recorded and logged on the Schools Safeguarding Software: 'MyConcerns'. This will be monitored by the local authority.

- Sanctions can and do include, internal isolation, fixed term and permanent exclusion. In all cases if a victim perceives someone to be hostile or prejudice towards them because of their Race, they have every right to log this with the Police and we work closely with our community liaison police officer
- Governors will be regularly informed about the occurrences of racial incidents in the termly HT report to Governors
- Howardian Primary school uses restorative sessions (if all parties are willing to participate) to build and restore relationships and to ensure there is understanding and reflection

No matter what, the message is always consistent and clear. Racism is not tolerated and must be reported and recorded

### **Leadership, Management and Governance**

#### ***The Governing Body is responsible for:***

- Ensuring the school complies with the Equalities legislation and ensuring that this policy is implemented
- The Governing Body does not allow racism to take place at Howardian Primary School, and that any incidents of racism that do occur are taken very seriously and dealt with appropriately
- The Governing Body monitors the incidents of racism that occur, and reviews the effectiveness of the school policy on an annual basis
- The Governing Body requires the school to keep accurate records of all incidents of racism and to report to the governors on request about the effectiveness of school anti-racist strategies
- Ensuring that all staff are aware of their responsibilities and are given training and support
- Taking appropriate action in any cases of racial discrimination
- Monitor pupil exclusions by ethnicity and consider any patterns data is showing and what actions need to be taken

#### ***All staff are responsible for:***

- Dealing with any racist incidents and reporting them in line with this policy
- Promoting racial equality and good relations and not discriminating on racial grounds
- Use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences
- Provide opportunities within the curriculum for pupils to recognise racism and to challenge negative stereotypes that underpin racism and racist attitudes
- Monitor that learning resources do not reinforce negative stereotypes of ethnic minority groups
- Monitor the achievements of all pupils to make sure they are achieving according to their full capabilities, taking appropriate action where underachievement is identified
- Ensure that learning and teaching styles provide equal opportunities for all pupils to achieve according to their full capabilities
- Ensure that all pupils have equal access to the curriculum, including those for whom English is an additional language (EAL)
- Ensure that religious and cultural differences are fully recognised in meeting the needs of all pupils
- Ensure that the school's communication reflects and promotes the school's racial diversity (e.g. through tweets, photographs etc.)

### **Development and Review**

This policy is regularly reviewed through the school's arrangements for policy review and self-evaluation.