

Mossfield Primary School



Race Equality Policy



Rationale for the Policy

This policy should be read in the context of the following:

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Human Rights Act 1998

Recommendations of the Stephen Lawrence Report 1999

Salford Integrated Equal Opportunities Policy

Harassment at work

This is any behaviour, deliberate or otherwise, direct at an individual or group of people that is found to be offensive or objectionable to the recipient, and which might threaten an employees job security or create an intimidating environment for an employee. In addition, any interaction between two or more people which is acceptable to both parties will never the less be considered to be harassment if they cause harassment or offence to others.

Racism

Racism in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture, faith or ethnic origin. Its more subtle form is as damaging as its overt form.

Institutionalised Racism

This involves the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, faith or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages people from minority ethnic groups.

An incident of racial harassment for the purposes of this policy is defined as any incident which is perceived to be racist by the victim or any other person.

A policy is necessary because:

- ❑ We strive to promote a happy and healthy multi-culturally aware society within school.
- ❑ Racism and racial harassment exist and are issues for all schools.
- ❑ Such behaviour prevents equality of opportunity and causes disadvantage.
- ❑ Such behaviour leads to emotionally damaged individuals and ultimately an emotionally damaged society.
- ❑ It is the responsibility of Mossfield Primary school to prepare young people for living in a multi-ethnic society.

Aims and Objectives

Mossfield Primary School:

- ❑ is committed to preventing racial harassment within the school community
- ❑ is committed to opposing any form of racism and racial harassment
- ❑ is committed to monitoring and reporting on all incidents of racial harassment
- ❑ aims to support any victims of such incidents

Guidelines

This policy applies to all staff, governors, pupils, parents and visitors to the school.

Under no circumstances will any act of racial harassment be condoned. Any perpetrators will be dealt with appropriately. This includes employees and any other adults associated with the school.

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- ❑ will ensure that, when possible, written and verbal communications with parents will be translated and/or interpreted into the parents' first language. It is essential to ensure that parents understand what is happening from start to finish of the process so that they may take a full part in the proceedings.
- ❑ will actively cherish and celebrate different cultures and reflect this across the whole curriculum.
- ❑ will engage in multi cultural education.
- ❑ will attempt to ensure that there are positive images of cultural diversity in curricular materials used.
- ❑ will seek to purchase and borrow multi- cultural and anti-racist resources.

It is the responsibility of all staff to recognise harassment when it happens and to take steps to eliminate it within the agreed procedures.

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- ❑ has a responsibility towards pupils who may be subject to racial harassment when they are travelling to and from school (including public transport), where outside incidents impact on the school. Where such incidents occur, the school will attempt to contact and involve relevant outside agencies if required.
- ❑ Will, if appropriate, refer an incident to the Deputy Director of Education and Leisure. Victim support may also be contacted. An appropriate incident may be one of a serious nature or a repeated offence.
- ❑ will support training on racism and racial harassment for all staff.
- ❑ will treat all reported incidents of racial harassment seriously and investigate thoroughly.

☐ The headteacher of Mossfield Primary School will provide a termly report summarising any reported incidents. This will be reported to the Deputy Director of Education and Leisure and to the governors who will deal with the information sensitively and confidentially. The headteacher will be responsible for monitoring racial harassment and will receive appropriate support and training.

☐ A governor at Mossfield Primary School for Race Equality issues will receive appropriate support and training.

☐ A termly report will be prepared by the Deputy Director of Education and Leisure, collating and analysing information from schools, regarding racist incidents. This report will be delivered to schools by LA link officers at governing body meetings.

☐ All incidents of racial harassment will be recorded on CPOMs.

☐ Parents and guardians of pupils who have been involved in serious or repeated incidents of racial harassment will be kept informed of the incidents and any action taken. Contemporaneous notes of any oral message will be kept.

☐ Victims of racism and racial harassment need support. It may be appropriate to make use of one or more of the following: counselling, peer support and mentoring.

☐ Victims should have the choice of seeking individual support from a member of staff they feel comfortable with.

☐ Any action will be in line with Salford's Policy and Procedures from Educational Establishments relating to 'Dignity at Work Harassment and Bullying Policy' employee guide and the 'Integrated Equal Opportunities Policy'.

☐ Perpetrators may need help and support. This may include counselling.

Reviewed Autumn 2024

Review Autumn 2027