

The ContinU Plus Academy



2021 - 2022

Race Equality Policy



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Race Equality Policy



1. Definitions

What do we mean by racism?

- Racism adversely affects the lives of many black/minority ethnic, refugee, Gypsy-Traveller and non-Welsh (including English) children and families;
- Racism is the belief that some 'races' are superior to others - based on the false idea that different physical characteristics (like skin colour) or ethnic background make some people different from others;
- Racism is a major concern for all involved at The ContinU Plus Academy (CPA);
- Racial discrimination occurs when you are treated less favourably on racial ground than other people are treated, or would be treated, in similar circumstances. This is called **direct discrimination**. A less obvious form of discrimination is **indirect discrimination**.
- Discrimination takes many forms. In the treatment of students, for example, it may vary from crude racist remarks to subtle differences in assessment, expectation, provision and treatment. It may be unconscious or even well intentioned, however nonetheless unlawful.
- The CPA has a duty under the Race Relations Act 1976 to ensure that we deliver our curriculum in ways that do not discriminate on racial grounds.

2. There are considerable benefits from tackling racism effectively and consistently:

- Improved safety of students;
- Improved standards of behaviour;
- Improved self-esteem and motivation;
- Improved social awareness;
- Improved partnerships, communication and trust.

3. Roles and Responsibilities

- The governing body is responsible for monitoring the policy.
- The Senior Leadership team is responsible for implementing the policy and procedures.
- All members of the school community are responsible for following the procedures.
- The LA will advise schools on the management of racial incidents and the findings from its monitoring.

4. Recording the Racial Incident Investigation

The Pastoral Lead has overall responsibility for managing racial incidents. He should ensure that the school has:

- Made it a requirement to investigate, record and report where there is a perception that a racial incident may have taken place.
- Communicated the school's commitment to tackling racial incidents to all members of the school community, including provision for this procedure to be made available in community languages where appropriate.
- Completed the Racial Incident Monitoring Form (see APPENDIX A) as soon as possible after an incident has taken place.

The Racial Incident Monitoring Form should be kept in a confidential central file for internal monitoring purposes. It should not be sent to the LA. These forms will be kept for 25 years.

5. Management of Racial Incidents

Guidelines from the Department for Education can be accessed from:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/409061/preventing_and_tackling_bullying_october2014.pdf

a. Considerations for All Incidents:

- Investigate the incident thoroughly
- Record the incident on a Racial Incident Monitoring Form (see Section C) in any instance where the victim or perpetrator is a pupil.
- Keep the situation under regular review to ensure that any harassment, abuse or victimisation has stopped and that the victim feels safe.
- Consider any curriculum implications, including the need for a special assembly or changes to the school's behaviour code or other policies. □ Support for the Victim (if a pupil). See 4b.
- Support for the alleged Perpetrator (if a pupil). See 4c.
- Consider if there is a child protection issue in this case.

b. Support for the Victim (if a pupil)

- Take appropriate action to offer support to the victim.
- Meet with the pupil's parent(s)/guardian/carer to discuss the matter and explain the action taken. An interpreter/translator may be needed at the meetings.
- Reinforce the school's commitment to tackling racist incidents.

c. Support for the alleged Perpetrator (if a pupil)

- An appropriate member of staff should intervene and take immediate action, for example, separating the victim(s) from the perpetrator(s).
- Any racist behaviour should be challenged immediately. The perpetrator should be told that his/her behaviour is unacceptable and will not be tolerated.
- Appropriate action should be taken to support, educate and monitor the behaviour of the perpetrator to ensure that the racist behaviour will not be repeated.
- The incident should be reported to the Headteacher who will decide whether any further action needs to be taken, including notifying the police and informing the parent(s)/guardian/carer of the relevant pupil(s) of any investigation and the outcome.
 - The Headteacher will consider the use of a full range of sanctions including the use of fixed term or permanent exclusion.

- Discuss the incident with the alleged perpetrator's parent(s)/guardian/carers (if appropriate) and reinforce the school's commitment to tackling racial incidents.

d) Dealing with Members of Staff as alleged Perpetrators or Victims

- All members of staff are required to abide by the School's Equal Opportunities and Race Equality Policy. Substantiated racial discrimination by any member of staff towards pupils may be considered as misconduct and the perpetrator may be subject to disciplinary action. In the event of such an allegation being made against a member of staff, the Headteacher or his/her nominee should investigate the allegation in accordance with the relevant Disciplinary Procedures.
- All members of staff have the right to use the school's grievance procedure if they suffer discrimination and cannot get satisfactory management support.
- The governing Body and Headteacher have a duty of care towards employees, and must ensure that they address any complaints from employees about discrimination by pupils, parents or colleagues, and provide appropriate support and referrals as necessary.

e) Dealing with Members of the Public as alleged Perpetrators

Racially motivated conduct by members of public requires an immediate response. The following procedure is to be followed in cases of racial incidents involving a member of the public:

- The incident to be reported to the Headteacher as soon as possible.
- The police to be informed of incidents involving violent, threatening or abusive behaviour.

4. Managing the impact of racial incidents in the school and the community

- Racist graffiti or slogans should be reported and removed immediately or within 24 hours.
- Racist literature, badges and insignia should be confiscated immediately, giving a clear explanation setting out the reasons why the property has been confiscated. The confiscated property should be handed to the police in criminal proceedings or returned to the pupil or his/her parents at an early opportunity, as appropriate. A teacher may not deliberately destroy a confiscated item unless such action is necessary in the immediate interests of safety.

5. Reporting to the Police

Violent, criminal or other serious racial incidents may be reported to West Mercia police. This applies to all racial incidents brought to the attention of the school, regardless of the relationship of the parties to the school. The police have the discretion to decide to pursue action based on incidents.

Violent, criminal or serious incidents should also be reported to the LA through the Local Education Officer.

6. Reporting information to parents, governors and the LA

The governing body will receive a termly report on any racial incidents in the Headteacher's report to governors (APPENDIX B.)

The CPA is committed to ensuring that all communications to parents/carers are accessible both in their use of plain English and in offering opportunities for translation or interpretation into different languages where requested;

7. Summary

□ Create an ethos whereby everyone is involved in challenging inappropriate behaviour, harassment, discrimination, bullying and are prepared to report incidents; □ Ensure a safe environment for all students and staff.

A copy of the Race Equality Policy is published in its entirety on the CPA's website (www.continuplus.org.uk).

Date Policy Created:

January 2021

Member of Staff Responsible:

Luke Parrock (Pastoral Lead)

Review Date:

January 2022

Signed:



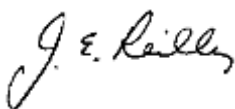
(Staff member responsible)

Signed:



(Headteacher)

Signed:



(Chair of Governors)

Appendix A

RACIAL INCIDENT MONITORING FORM

Incident Reported by		Position in school	
Incident Reported to		Position in school	
Date:	Date of Incident:		Term

SECTION 1 – DETAILS OF THOSE INVOLVED IN THE INCIDENT

Record details of each perpetrator and victim (if more than one). Please attach an additional sheet if necessary.

VICTIM	PERPETRATOR
Name _____	Name _____
<input type="checkbox"/> Pupil in school? If yes, pupil number and key stage _____	<input type="checkbox"/> Pupil in school? If yes, pupil number and key stage _____
<input type="checkbox"/> Member of staff or governor? If yes, please give status _____	<input type="checkbox"/> Member of staff or governor? If yes, please give status _____
<input type="checkbox"/> Pupil from another school? _____	<input type="checkbox"/> Pupil from another school? _____
<input type="checkbox"/> Other (specify, e.g. parent or visitor) _____	<input type="checkbox"/> Other (specify, e.g. parent or visitor) _____
<input type="checkbox"/> Involved in previous incidents? If yes, how many and when? _____	<input type="checkbox"/> Involved in previous incidents? If yes, how many and when? _____
Year Group _____	Year Group _____
Ethnicity (for pupils only, from pupil records) _____	Ethnicity (for pupils only, from pupil records) _____
Gender M <input type="checkbox"/> F <input type="checkbox"/>	Gender M <input type="checkbox"/> F <input type="checkbox"/>

SECTION 2 – TYPE OF INCIDENT

Location: _____

What type of incident occurred?

<input type="checkbox"/> Name calling	<input type="checkbox"/> Threatened assault
<input type="checkbox"/> Verbal abuse	<input type="checkbox"/> Attacks on property
<input type="checkbox"/> Physical abuse	<input type="checkbox"/> Abuse by electronic means (i.e. Text or instant messaging)
<input type="checkbox"/> Refusal to co-operate due to cultural or religious	<input type="checkbox"/> Socially isolated
<input type="checkbox"/> Graffiti	<input type="checkbox"/> Other (please specify)

Please describe briefly what happened.

SECTION 3 – ACTION TO BE TAKEN TO DEAL WITH THE INCIDENT AND DETAILS OF SUPPORT OFFERED TO VICTIM AND PERPETRATOR

What action(s) was / were taken to deal with the incident?

- ☐ Warning to the perpetrator
- ☐ Discussion with the victim's parent(s) / guardian / carer
- ☐ Discussion with the perpetrator
- ☐ Discussion with the perpetrator's parent(s) / guardian / carer
- ☐ Restorative Justice
- ☐ Mediation
- ☐ Mentoring
- ☐ Counselling
- ☐ Curriculum change or addition
- ☐ Exclusion
- ☐ Referral to Police
- ☐ Referral to another body
- ☐ Other sanction (please specify)
- ☐ Other action (please specify)
- ☐ No action

If no action was taken, why was this (e.g. allegations were unsubstantiated)?

Name of School			
There have been no racist incidents during this academic year			
Please now sign the form in the space below			
Subject(s)		Perpetrator(s)	
Number of males		Number of males	
Number of females		Number of females	
Total no of targets in academic year		Total no of perpetrators in academic year	
Year group(s)/staff/other		Year group(s)/staff/other	
Ethnic group(s) of subject(s) – please tick, or if more than one put the number		Ethnic group(s) of perpetrator(s)– please tick, or if more than one put the number	
White British		White British	
White Irish		White Irish	
Any other White		Any other White	
Indian		Indian	
Pakistani		Pakistani	
Bangladeshi		Bangladeshi	
Any other Asian		Any other Asian	
Black Caribbean		Black Caribbean	
Black African		Black African	
Any other Black		Any other Black	
White and Asian		White and Asian	
White and Black Caribbean		White and Black Caribbean	
White and Black African		White and Black African	
Any other mixed		Any other mixed	
Chinese		Chinese	
Traveller		Traveller	
Any other ethnic group		Any other ethnic group	
Place incidents occurred			
Classroom		Corridor	
Playground/Outdoors		Outside school	
Dining Room		Other	
Cyber incident			
Seriousness of racist incidents			
Scale	Number reported	Definition	
1		No offence was intended or taken	
2		Hurt or distress was caused, but the offending behaviour is unlikely to be repeated	
3		Hurt or distress was caused, and the pupil(s) responsible had previously been warned that their behaviour was unacceptable	
4		Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated	
Number of exclusions resulting from racist incidents			
Fixed term exclusions			
Permanent exclusions			