

# St Andrew's CE Primary School



## Race Equality and Multicultural Policy

Reviewed 2021  
Next review 2022

## **RACE EQUALITY AND MULTICULTURAL EDUCATION POLICY**

Our school life is enriched through the active encouragement of children to appreciate differences and strengths. We recognise that we have very few children from Ethnic minorities, but recognise the importance of life and cultural differences.

We are aware that outside school children of different races are under considerable pressure. We in school will work together to provide a safe environment for all pupils. (See also Equal Opportunities Policy, Inclusion Policy and Every Child Matters Statement.) We have a few very simple guidelines to combat racism:

1. Reach out to somebody who doesn't speak your language, be interested in them, welcome them, talk to them and communicate!
2. Each brings an artefact from their own country at the beginning of the academic year in order to set up a multi-cultural corner.
3. Multi-cultural day to celebrate the richness and variety of cultures represented by our school take place throughout the year.
4. Multi-cultural issues are addressed in school curriculum policies.

We have very little racist behaviour in our school, however any incident of racial harassment will culminate in disciplinary procedures and the school has a clear written procedure for dealing with incidents of racial harassment.

### **AIMS**

- To develop an understanding of different cultures and lifestyles, in order to prepare pupils for life in a multicultural society.
- To celebrate and enjoy our culturally diverse society.
- To foster an environment which provides genuine equality of opportunity for all members of our school family.
- To recognise challenge and record racism in whatever form it takes, either individual or institutional.
- To enhance the self esteem of all pupils.

### **THE MULTICULTURAL CURRICULUM**

At St Andrew's we aim to encourage respect between individuals by increasing their understanding of cultural diversity. It is important that pupils recognise the equality, worth and dignity of people from all cultures. Pupils will have opportunities to learn about their own and other cultures throughout the school curriculum. We aim to foster a sensitive informed attitude, creating a caring atmosphere in which diversity can flourish.

### **RESOURCES**

Materials and resources used in all lessons will reflect our culturally diverse society. Multicultural awareness will be considered when purchasing new resources - this will be an ongoing target.

### **EQUALITY OF OPPORTUNITY**

The school will endeavour to meet the needs of all pupils and staff regardless of racial origin, colour, religion, sex or sexual orientation. Every member of the school is seen to have equal value. Every pupil has rights to the best possible education, and equality of opportunity must be given to all.

## RACIAL PREJUDICE

Racist behaviour is unacceptable at St Andrews. Actions which are clearly hurtful to others include:

□ racist jokes, graffiti, name calling, insults and threats □ language deliberately offensive to others' beliefs.

- Wearing racist badges or bringing racist material to school
- Racist comments in the course of discussion in lessons
- Physical assault against a person or group because of colour or cultural background

At St Andrew's we will act to deal with racial prejudice in an appropriate manner and support the sufferers.

Procedures for dealing with racist incidents:

- Any alleged crime, offence or incident where the victim, or potential victim believes there is a racist/sexist motive, or believes it forms a pattern of incidents with such a motive, is taken seriously at the school.
  - The following document is the clear and stated procedure for dealing with any incidents of racial harassment which may arise at the school.
  - This policy document is also supported through the attached
  - Anti Racist Policy Statement which children and parents of children attending the school must adhere to as it represents an intrinsic element within the ethos of the school.
  - The use of power to intimidate others through verbal or physical abuse, name calling, exclusion from groups and games, damaging or stealing property, unwanted looks or comments, "jokes", note passing, distribution of offensive literature and graffiti are recognised as racist incidents/racial harassment at the school.
1. Allegations of racist incidents/racial harassment can be made to any member of staff. An initial discussion would then take place between the person making the allegation (could be alleged victim, friend, witness) and first staff contact.
  2. Immediate action to be taken to separately interview the alleged victim and to interview the accused pupil, ensuring confidentiality.
  3. The victim to be supported through counselling and through the support of all members of staff.
  4. Should an allegation be substantiated, action would take place on the same day where in all cases a letter would be sent to the alleged victim's parents/carers to say what has happened, explaining what the school is doing in general terms and giving the parents the opportunity to discuss the matter further following initial telephone contact.
  5. A letter would be sent (following initial telephone contact) to the accused pupil's parents/carers to say what has happened; that an allegation is being investigated; outlining proposed action and the school's general position on this. Parental cooperation would be requested and expected.
  6. At the earliest opportunity a parental meeting would be arranged between the perpetrator's family with appropriate staff (this may include the police should the incident be considered serious or recurring) where there would be agreement on action to be taken; the meeting would be recorded.
  7. Each member of staff (teaching and support staff) to take incidents of harassment seriously with the Headteacher (and/or Child Protection co-ordinator) being accountable and taking responsibility for implementing procedures for dealing with racist incidents.
  8. Incidents of racial harassment will be recorded and monitored by the Child Protection coordinator who will open an Incident Form to be kept in child/children's file. Incidents will also be logged on CPOMS.

9. All members of staff will be sensitive to the need for confidentiality when dealing with cases of harassment.
10. A summary of racist incidents will be reported to the governors.
11. There are planned opportunities during the PHSE Programme throughout the school and during collective and class worship to discuss different forms of bullying and harassment and what pupils should do if they are victims.
12. Regular INSET will help raise awareness and give support to staff in dealing with such incidents.
13. The School's self evaluation process will help determine why racist problems exist and how they can be avoided.

## **IMPLEMENTATION OF POLICY**

It is the responsibility of all governors and staff at our school (teaching, support, administrative, lunchtime supervisors, kitchen staff, caretaker and cleaning staff) to implement this policy.

## **PARENTAL INVOLVEMENT**

All parents will be encouraged to take part in the life of the school regardless of linguistic, ethnic or cultural background. Parents will be encouraged to share any cultural needs with the school.

## **INCIDENT REPORT FORMS**

A racist incident record will be kept and an analysis of this will be sent to the LA on a termly basis. A copy will be given to the governors. This information will be held on a confidential basis. Incidents will also be logged on CPOMS.

## **LINKS WITH OTHER POLICIES**

We will take account of this policy in the behaviour policies.

Other policies will include a section which addresses multicultural issues.

Statements including the schools mission statement - A Child's Right, and the Home School Agreement refer to the aims of the Multicultural and Anti Racist Education Policy. Reference will also be made to this policy in consideration of the recruitment and training of staff.

## **PUPIL ATTAINMENT**

Formal assessment data will be analysed to ensure that no ethnic bias exists with regard to pupil's attainment. Action will be taken if a problem is identified.

## **OUTCOMES**

Multicultural Education in the Early Years

- Explore ideas of fairness
- Help children to talk about equality and racism
- Promote and celebrate differences between people
- Develop strong links with home

Multicultural Education in Key Stages One and Two (through RE, PSHE and other curriculum areas)

- Explore ideas of fairness
- Help children to talk about equality and racism

- Promote and celebrate differences between people
  - Recognise Britain as a multicultural, multi-ethnic, multi-faith and multi-lingual society. □
- Maintain strong links with home

### **MONITORING AND REVIEW**

It is the responsibility of the school management team and the co-ordinator to review and evaluate this policy in school and to report the findings to the Governing Body.

St Andrew's is an inclusive school and as such this policy should be read in conjunction with the school's Every Child Matters Policy Statement

*The effectiveness of this policy and its procedures will be reviewed annually, in the Summer Term.*