

## **Race Equality Policy** **(Includes procedures for Dealing with Racist Incidents)**

**This policy is to be read and used in conjunction with the Safeguarding Policy, the Relationship and Behaviour policy, Anti-bullying, Health and Safety, SEN, (Staff) Disciplinary Policy and Learning and Teaching policies.**

### **Rationale**

The children and staff of Henry Bloom Noble Primary School are part of a multi-ethnic society. The local and national community is rapidly changing, and we should embrace this change and celebrate our diverse society. To enable each and every person to gain maximum benefit from their education and for all to be happy and safe, the school must eliminate any inequality, or any bias based on race, religion or culture and positively recognise the contribution of a multi-ethnic approach.

### **Purposes**

- 1 The policy will ensure that the provisions of the Equality Act 2017 underpin all aspects of the school's work, and we are mindful of the protected characteristics, in particular race, religion or belief.
- 2 To ensure that a comprehensive education is offered to all children irrespective of their race, religion, language and cultural background.
- 3 To promote positive self-esteem and self-regard in all children.
- 4 To ensure that children value and respect others for their differences as well as their similarities.
- 5 To foster harmony and tolerance of others irrespective of race, language, cultural background and religious values.
- 6 To eliminate any kind of racial discrimination, prejudice or harassment and to refuse to tolerate those who indulge in such practices, whether verbal, physical or institutional.

### **Guidelines**

#### **Children**

- 1 The school will constantly review its practices and procedures to ensure ALL children have equal rights, equal opportunities and equal access to a full and comprehensive education.
- 2 Teaching and learning materials will be regularly monitored to ensure they are bias free and reflect the cultural background and lifestyles of our school and society.
- 3 Schemes of work will be reviewed so that their teaching and learning is not promoting the white European tradition.
- 4 Induction programmes for new staff and CPD generally will address issues relating to this policy.
- 5 All staff must be clear in their support for victims of racist incidents and the school will deal effectively with the perpetrators within procedures laid down in the Behaviour Policy; Staff Disciplinary Policy.
- 6 Positive action will be taken by the school, through its stated aims, publications, assemblies, curriculum and pastoral structure, to promote an ethos that values and respects all children and reflects a wide variety of cultural backgrounds.
- 7 All children will be encouraged and supported to take a full and active role in school life, including the full range of curriculum enrichment activities.
- 8 All children will be encouraged to have a voice and to support the aims of this policy and to support the monitoring and evaluation of it.

## **Procedures if a racist incident occurs:**

### **Children**

If a child is alleged to have used racial abuse or a racist term towards another child or staff or visitor to the school the following procedure will be undertaken:

1. The incident must be recorded by the person reporting it-this will be signed, dated and added to the school's racist incident log.
2. The person should notify the Head or Deputy **immediately**.
3. The incident will then be promptly investigated by the Head or Deputy.
4. Depending on the outcome of the investigation and whether or not the racial abuse or racist language is a first offence, the following courses of action may be taken:
  - Discussion with child/ren which enables child/ren to understand the seriousness of their actions
  - Parents of all children involved informed by class teacher
  - Inclusion of work with class e.g during assemblies, circle time etc.
  - Sanction imposed
  - Letter to Parent (second incident)
  - Meeting with Parents and SLT
5. If a child is involved in a racist incident, parents will be informed as soon as possible so that school and home can work together to eradicate the racist behaviour. A phone call will be made to the parents of all involved on the day of the incident. For second or subsequent offences, phone calls will be followed up by letter to parents and the request for a formal meeting with a member of SLT,.
6. Continued racial harassment by a child will lead to sanctions being imposed in line with the school's behaviour policy.
7. Race incidents will be collated termly and used to inform any adjustments to school practice.

### **Procedures for staff**

Disciplinary action will be taken if any staff are perpetrators of racial harassment. This will follow agreed disciplinary procedures.

### **Procedures for visitors or parents**

Any parent or visitor involved in racial harassment will be informed in writing that this is unacceptable and that legal action may be taken. Any subsequent racial harassment will lead to the person being banned from the premises. The police will be informed of any racial harassment towards a member of staff.

### **Staff**

1. Recruitment and selection procedures are consistent with the statutory Equality legislation.
2. Everyone involved in recruitment and selection adheres to this code.
3. The recruitment and selection process is monitored and reviewed to ensure that discrimination is not taking place.
4. Individual staff effectiveness in dealing with racial equality issues is addressed through training and support from senior management.

### **Parents, Governors and Community Partnership**

All parents are welcome and respected in school.

People/parents from minority ethnic communities are encouraged to become volunteers and school governors.

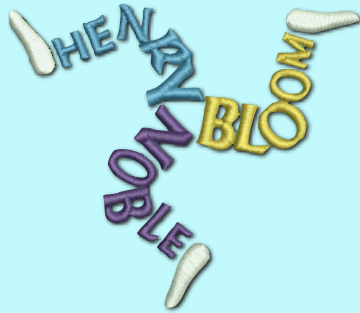
Minority ethnic parents are encouraged to be involved in the school.

The school's premises and facilities are equally available for use by all ethnic groups.

### **Monitoring**

To be reviewed annually by all staff and governors.

Reviewed: September 2021, 2023 and 2024. Next Review: September 2025



# Henry Bloom Noble Primary School Racist Incident Log



**Isle of Man**  
Government  
*Reiltys Ellan Vannin*