



PHILIPS HIGH SCHOOL

POLICY ON

RACIAL EQUALITY

PROLOGUE

This document should be read in conjunction with following documents:-

- The Purposes of the School
- Equal Opportunities Policy
- Behaviour Management Policy
- Bullying Policy

Each of the documents referred to has as its philosophical underpinning the notion that all pupils are of equal worth irrespective of individual differences of any sort, with particular reference to ability, disability, gender, cultural background and religious persuasion. The purposes of the school refer to all pupils and it is intended that all pupils irrespective of individual differences achieve the best they can within their own abilities, interests and personal situation.

This policy supplements and strengthens existing arrangements for best practice serving as a reminder that diversity and individual differences are considered to be worthwhile and to be respected, celebrated, and above all, valued. Staff and governors of the school recognise that we must ensure equality and equity by having due regard for issues of gender, age, race, religion, disability and culture.

THE SCHOOL'S COMMITMENT

The school values the diversity brought to it by individuals from different countries and different races and believes that everyone benefits from an intake of a diverse nature. This is because the school recognises that everyone involved in the school is, in their wider life, involved in an increasingly multi-cultural society, which hopefully will respect and celebrate the diversity referred to.

As a result, the school will treat all employees and students with respect and dignity and will seek to provide a working environment free from discrimination, harassment or victimisation of any kind.

The school will actively seek to eliminate discrimination, prejudice on any basis.

At the same time, it will seek to create an environment where there are positive relations between members of different racial and cultural groups.

The aim being to create a positive inclusive ethos where issues of racism, stereotyping and discrimination can be discussed openly and where there is a shared commitment to challenging and preventing any form of discrimination, to respecting and celebrating diversity and difference and to encouraging positive relations between staff and learners of all types.

The school will work towards eliminating any form of discrimination whether overt or covert and will seek to ensure that individuals from all communities have equal access to learning programmes and facilities. In this respect the school recognises that institutional racism can exist within organisations and that it should be constantly alert to the possibility of it.

This policy is applicable to all involved in the school.

RACISM, RACIAL HARRASSMENT AND SCHOOL ETHOS

The school:

- opposes all form of racism, racial prejudice, racial harassment and racial discrimination;
- publicly values and supports diversity through a range of activities including the PSHE and Citizenship curriculum, working parties, form time presentations, in-class SMSC discussions, assemblies and performances;
- caters for the dietary and dress requirements of different religious groups and enables pupils to observe festivals and events relevant to their faith;
- will actively promote good personal and community relations by foster a positive atmosphere of mutual respect and trust among pupils from all racial groups;
- has procedures for dealing with, recording and reporting incidents of racial harassment and bullying that are consistent with LEA policies and guidance
- will ensure that incidents of racial discrimination or racial harassment involving pupils will be dealt with promptly, firmly and consistently and in accordance with the school's disciplinary procedures for pupils, and that action will be taken to support victims;
- will work with the LEA and other partners to tackle racism and racial harassment;
- will ensure that all staff will be given appropriate training and support to enable them to deal effectively with racist incidents, racial harassment and bullying;
- will ensure that all pupils, staff and parents are made aware of the procedures for dealing with racism and racial harassment and that such behaviour is always unacceptable;
- will ensure that incidents of racial discrimination or racial harassment involving staff will be dealt with in accordance with the school's discipline and grievance procedures.

OUR STATUTORY DUTIES

Under the Race Relations (Amendment) Act 2000, the school will :-

- Eliminate unlawful direct or indirect racial discrimination, promote equality of opportunity
- Above all, seek to promote good relations between all members of the community irrespective of individual circumstances and background.

The school will also make available the written policy promoting racial equality for any interested parent to read.

- Put in place arrangements for implementing the policy and monitoring its effectiveness (see later section).
- Attempt to assess the impact of its policies on learners and staff of different racial groups.

Meeting our duties

The school will seek to ensure that the Governors, Staff, Pupils and Parents are aware of this policy and the sort of action needed for its implementation.

- All involved in the school will be made aware again of the value placed upon equal opportunity and that action should, and will be taken in the event of any breach of policy.
- The School Management will ensure that the Governing Body will have access to comprehensive information which will assist them in the implementation and monitoring of this policy in order that they may meet their responsibilities regarding it.

Positive Action

It is intended that the school will be proactive in respect of this matter by the following means: -

- Providing every opportunity through work within and beyond the classroom to understand the nature of the individual differences that exist between individuals and groups of people.
- Provide facilities or services in training, education welfare to meet any special needs of those within the school.
- Continue to encourage and celebrate the inclusion of as diverse a range of pupils as we can possibly recruit.
- Encourage positive interaction through consultation in school activities and through aspects of the school day, such as assemblies.

MONITORING OUR PROGRESS

To inform the Governing Body and the Management of the school as to any necessary target setting and management of progress in achieving such targets, we will collect and analyse the following information :-

1. Ethnic profiles of Learners.
2. Retention and attendance rates of different groups of pupils, these to include pupils with statements, pupils on school action plus, pupils from various cultural backgrounds, differences in gender.
3. Levels of achievement based on the above.
4. Disciplinary action (exclusions, temporary and permanent) necessarily taken by staff.

CURRICULUM

The school will ensure that:

- the curriculum is planned to incorporate the principles of racial equality, challenging racism and promoting positive attitudes towards diversity;
- all pupils have access to the curriculum;
- resources and displays portray positive images of different people and cultures;
- extra-curricular activities and events will cater for the interests and capabilities of all pupils and take account of parental concerns related to religion and culture.

BREACHES OF THE POLICY

1. The school will seek to provide a supportive environment for Learners, Staff who feel discriminated against or harassed.
2. Acts of discrimination (direct or indirect) harassment, victimisation or abuse will be treated as a serious disciplinary offence.
3. School will continue to report incidents of harassment to the Governing Body as and when appropriate and will invoke procedures under the harassment and bullying policy.
4. The above applies not only to pupils, but also to staff.

BEHAVIOUR, DISCIPLINE AND EXCLUSION

The staff at Philips High School understand that a racist incident is 'any incident which is perceived to be racist by the victim or any other person.' Incidents could be physical assault, verbal abuse, graffiti, slogans, song lyrics, derogatory language, damage to personal property, or lack of co-operation in a lesson on account of another student's ethnicity.

At Philips High School we have a zero tolerance policy on racism or derogatory language surrounding race. Each incident is dealt with on a case-by-case basis and the following Sanctions and Intervention table should be used to support decisions.

Racial Incident – Sanctions and Interventions		
Level of severity	Sanction	Intervention
Level one	Detention	Meeting with parents/carers, intervention meeting with the HoY
Level two	Detention, Isolation	Meeting with parents/carers, referral to outside agencies
Level three	Fixed term exclusion	Meeting with parents/carers, safety plan, meeting with governors
Level four	Permanent exclusion	Local authority intervention and further outside agency intervention

All incidents should be logged on to CPOMS using below categories. HOY should input behaviour sanctions onto SIMS following the investigation.

Categories on SIMS for recording incidents:

BRV Bullying – Persistent Racial Verbal
BRP – Persistent Racial Physical
Racial Insult
Racial Physical Attack
Use of derogatory language