

# **Racial Equality Policy**

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## **RATIONALE**

We understand racism to be the belief that people of one particular race or racial origin are superior to people from others. We believe there is only one race, the human race.

King Arthur's is committed to Racial Equality and Justice and will tackle all forms of racist prejudice, harassment and discrimination.

## **AIMS**

- All students to have equal opportunity to achieve success and happiness at King Arthur's.
- ALL students to feel safe to learn, play or be with others.
- ALL students, learners, teachers, parents and carers to be treated fairly with respect and dignity.
- To engender tolerance, empathy, understanding and celebration of individuality through education.

## **GUIDELINES**

- Racist behaviour or harassment or any unpleasant or bad behaviour against others because of their skin colour, religion, language or cultural background.
- Different types of harassment or unacceptable behaviour are:
  - Physical : hitting, kicking, spitting, taking or damaging belongings and threats of violence.
  - Verbal or visual : name calling, insults, teasing, making fun or jokes about ...(including graffiti, leaflets, magazines, comics, books and badges).
  - Indirect : excluding (leaving out on purpose) humiliating, spreading nasty rumours, laughing at etc.
- Staff want students to tell us if they have a problem with racist behaviour or witness racist behaviour directed at another student. All incidents will be taken seriously.
- Staff want to make sure that those who deal with the problem understand and take care in handling the issues.

## **MONITORING AND EVALUATION**

If a member of King Arthur's is racist or racially harasses someone we will either explain to them why racism is unacceptable, why there are laws against it, why racist behaviour cannot be allowed to continue at King Arthur's and formally warn them not to do it again;

or

if it is very serious or the behaviour is repeated after warning, a letter will be sent to parents/carers and student(s) will be sanctioned.

## **RECOGNITION OF RACIST INCIDENTS**

	Type
• Physical attack of a racist nature	I
• Physical threats of a racist nature (including damage to property)	II
• Verbal abuse including name-calling, racist jokes and offensive mimicry (intentional and repeated)	II
• Incitement of others to behave in a racist way	II
• Racist graffiti or any other written insults	II
• Provocative behaviour, such as the wearing of racist badges or insignia	II
• Bringing of racist materials, such as leaflets, comics or magazines into the school/centre including accessing materials from the INTERNET	III
• Refusing to work with excluding or undermining other people because of their ethnic origin or background	III
• Verbal abuse, including name-calling, racist jokes and offensive mimicry (unintentional/one off)	III
• Any disrespect towards differences, e.g. food, music, dress or customs	III
• Comments of a racist nature unrelated to the immediate subject matter in the course of discussion during learning activity	III

## **INCIDENTS INVOLVING ADULTS AND STUDENTS**

### **Incidents in which a member of the community is involved**

If a member of the community is a recipient of racial harassment on school premises, from student or adult, he or she should report this to the Headteacher. If the complaint is against the member of the community for racial harassment on school premises the incident should be reported by the victim to the Headteacher. If the Headteacher is involved, the complaint should be reported to the chairperson of Governors and possibly the Police.

## **INVESTIGATING AN INCIDENT**

The following questions will be addressed when investigating an incident which may be identified as racist:-

- Who was involved:

- who is the apparent victim?
- who is the apparent offender?
- How did it start?
- What happened?
- When did the incident take place?
- Where did it take place?
- Is there any background to this incident?
  - is this the first incident or have there been others?
  - have there been any incidents outside school?
- In what way were the victim and/or others hurt or affected?
- Who reported it, to whom and when?
- Do any of the participants perceive this as being racist? Why?
- Is there any reason for considering this to be a racist incident?
- Do the users understand the racist nature of the language?
- Was the use of racist language or behaviour intentional or unintentional?
- What was the response of the victim?
- Was the response racist?
- To what extent did the incidents affect others?

## **REPORTING AND RECORDING RACIAL INCIDENTS**

It is essential that all racial incidents are recorded and forwarded to the LA.

King Arthur's treats people equally as expressed in our aims and believes, we do not just look to other people to challenge racism. Each one of us accepts they have a role to play in this. We want to see a society that reflects diversity and celebrates different cultures.

Updated July 2009