



METROPOLITAN BOROUGH OF BURY

All Saints' Church of England Primary School

All Saints is a voluntary controlled Church of England Primary School with a Foundation Unit. Our School Mission Statement, agreed by all staff and governors states that we are:

"Happy are we who journey together in faith and love."

RACIAL EQUALITY AND HARRASSMENT POLICY

OVERVIEW

The ethos of this school will reflect the rich tapestry that makes up our British history and our cultural heritage. Our nation is made up of many different racial groups that bring with them a wide range of different cultural heritages from around the globe. These are valued for the contribution they make to the rich diversity within our national cultural heritage. Our aim is to establish a harmonious society which is underpinned by mutual respect for all including those of different gender and those with different sexual orientation including transgender children, those with SEND and those of different religious, racial or cultural backgrounds. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all we do including: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation including homosexual, bi-sexual and transgender. To enable each and every learner to gain maximum benefit from their education the school will ensure that all are treated equally and given equal opportunity regardless of sexual orientation, racial origins, religious beliefs or cultural background.

Harassment at work is any behaviour, deliberate or otherwise, directed at an individual or groups of people, that is found to be offensive or objectionable to the recipient, and which might threaten an employee's job security or create an intimidating environment for an employee. In addition, any interaction between two or more people which is acceptable to both parties will nevertheless be considered to be harassment if they cause harassment or offence to others.

Racism in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture, faith or ethnic origin. Its more subtle form is as damaging as its overt form.

Institutionalised racism involves the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, faith or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

An incident of racial harassment for the purposes of this policy is defined as any incident which is perceived to be racist by the harmed person or any other person.

A policy is necessary because:

- racism and racial harassment exist and are issues for schools
- such behaviour prevents equality of opportunity and causes disadvantage
- such behaviour leads to emotionally damaged individuals and ultimately an emotionally damaged society.
- it is the responsibility of All Saints' school to prepare young people for living in a multi-ethnic society.

INTENT

1. To ensure that an excellent education is offered to all learners regardless of gender, different sexual orientations including transgender children, racial origins, religious beliefs or cultural background.
2. To encourage all to see themselves and others as equal members of the British Nation and its society.
3. To enable all to succeed and to overcome the barriers that get in the way.
4. To recognize and value all learners' achievements.
5. To encourage self-confidence and self-esteem in all students.
6. To ensure that all learners value and respect each other.
7. To build a harmonious society based on tolerance, and respect for others, regardless of racial origins, religious beliefs or cultural background.
8. To ensure that the school has an ethos where there is no racial discrimination, prejudice or harassment.
9. All Saints is committed to:
 - preventing racial harassment within the school community
 - opposing any form of racism and racial harassment
 - monitoring and reporting on all incidents of racial harassment
10. Aims to support any harmed person of such incidents.

IMPLEMENTATION

1. The school will monitor, evaluate and review its all of its practices and procedures to ensure all learners have equal rights, equal opportunities and equal access to an excellent education.
2. Teaching and learning materials will be regularly monitored to ensure that they reflect our rich British culture, its history and its heritage and our rich cultural diversity.
3. Schemes of work will ensure that their teaching and learning
4. Staff training and INSET provision take account of this policy.
5. The school rules will reflect this policy.
6. All staff will be expected to contribute to the aims of this policy in their day to day work.
7. The school aims, publications, assemblies, worship, curriculum and pastoral structure will promote an ethos that values and respects all learners.
8. Regardless of racial origins, religious beliefs, sexual orientation including transgender children, or cultural background all learners will be encouraged and supported to take a full and active role in school life, including the full range of extra-curricular activities.

IMPACT

This policy will make a key contribution to the school's positive ethos. The head teacher and Governing Body will assess the impact of this policy and monitor its operation. It is to be viewed in conjunction with the school's other policies especially the Equal Opportunities Policy Citizenship Policy and Behaviour Policy. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all we do including: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation including homosexual, bi-sexual and transgender.

Guidelines

- This policy covers all staff, pupils and visitors.
- All Saints' C.E.P School will actively cherish and celebrate different cultures and reflect this across the whole curriculum.
- All Saints' C.E.P School will seek to purchase appropriate multi-cultural and anti-racist resources.
- It is the responsibility of all staff to recognise harassment when it happens and to take steps to eliminate it within the agreed procedures.
- All Saints' C.E.P School has a responsibility towards pupils who may be subject to racial harassment when they are travelling to and from school (including public transport) and where outside incidents impact on the school.
- Where appropriate an incident will be referred to an Authority Racial Harassment Reporting Centre or to the police. Victim Support may also be contacted.
- All Saints' C.E.P School will support training on racism and racial harassment for all staff.
- All Saints' C.E.P School will treat all reported incidents of racial harassment seriously and investigate thoroughly.
- A designated person within the school will provide a report in the autumn term summarising any reported incidents. This will be presented at an autumn term Governors' meeting and the information dealt with sensitively and confidentially. The designated person for All Saints' C.E.P School is Mrs Gail Branch .
- The named senior person at All Saints' C.E.P School responsible for monitoring racial harassment will receive appropriate support and training.
- All incidents of racial harassment will be recorded using the online system at <http://portal.irisadapt.com> A hard copy of the form will be accessible to all staff for note-taking purposes. The school member(s) of staff responsible for completing the online forms are Mrs Gail Branch and Mrs M Farrell.
- Parents and guardians of pupils who have been involved in serious or repeated incidents of racial harassment will be kept informed of the incidents any action taken. Contemporaneous notes of any oral messages will be kept.
- Harmed persons of racism and racial harassment need support. It may be appropriate to make use of one or more of the following: counselling, peer support, mentoring and School Councils.
- The harmed person should have the choice of seeking individual support from a member of staff they feel comfortable with.
- Under no circumstances will any act of racial harassment be condoned. Any wrong-doers will be dealt with appropriately.
- Any action will be in line with Bury Council's Dignity at Work policy and with All Saints' C.E.P. School's behaviour management policies.
- Wrong-doers may need support and help. This may include counselling.