

<p style="text-align: center;">Hebburn Comprehensive School is committed to racial equality and to combating racial discrimination.</p>
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LEGISLATIVE BACKGROUND

This policy is in line with the general duty on public authorities to promote racial equality, under the Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000. The policy also follows the Statutory Code of Practice on the Duty to Promote Race Equality, published by the Commission for Racial Equality in 2002.

CONTEXT & AIMS

- Hebburn Comprehensive School is predominantly a mono-racial school, with very few pupils and staff from other racial origins.
- The ethos of the school values harmony and tolerance; as such, we are committed to the promotion of racial equality and to combating racial discrimination and harassment of any form.
- We believe that education has a major role to play in combating discrimination, thereby enabling all young people to achieve their full potential and securing the key outcomes of the Every Child Matters agenda.
- It is our firm view that education must provide young people with the learning opportunities which will equip them for life in a rapidly-changing, multi-cultural, multi-ethnic and multi-faith society, which must establish mutual respect for all those who are part of it.
- We actively seek to promote race equality and good race relations by:
 - Monitoring progress and attainment of all groups of pupils;

- Setting and promoting high expectations of all pupils, regardless of ethnicity, in their behaviour and conduct around the school and in their relations with others;
- Monitoring the curriculum to ensure that it is broad and balanced;
- Applying admissions and recruitment criteria fairly and consistently;
- Addressing pertinent issues through the SMSC and PSHCE programmes.

PURPOSE

The policy and guidelines aim to

- Ensure that all pupils fulfil their potential;
- Benefit all pupils by ensuring that the education they receive is relevant to the multi-cultural, multi-ethnic, multi-faith society of which they are part;
- Ensure that the formal and informal curricula develop respect for cultural diversity and that they challenge racism;
- Ensure that bullying of a racist nature is dealt with in a constructive, consistent and effective manner.

ENTITLEMENT

All pupils are entitled to an education which:

- meets their individual needs and develops them to their full potential;
- Enables them to access to a broad and balanced curriculum which reflects values and celebrates cultural diversity;
- does not in any way discriminate against them
- ensures that their safety, security and well-being are paramount;
- guarantees their entitlement to be treated equally, and with respect, regardless of their cultural and ethnic background.

The aims of the school embody these values, as does our Code of Conduct.

ACTION

We will consistently and persistently challenge racism and racist attitudes.

Racism is behaviour or words which advantage or disadvantage people because of their colour, culture or ethnic origin; it is sometimes born of ignorance, sometimes intentional, but always pejorative and discriminatory.

A racial incident is “Any incident which is perceived to be racist by the victims or any other person, and intended, or likely, to intimidate, offend, harm any individual or group because of their ethnic origin, colour, race, religion or nationality.” (Commission for Racial Equality)

- All staff who come across any racial incident (including prejudice, stereo-typing and name calling) should deal with the incident at the time, in line with the school’s Behaviour Policy.
- Any racist graffiti must be removed immediately from the school’s fabric throughout its property: staff should refer immediately to Mrs Anderson, the named senior member of staff for Safeguarding and Anti-Bullying.
- All racial incidents should be recorded using the Local Authority’s agreed documentation, and should be passed directly to Mrs Anderson (or, in her absence, to Mr Moore).
- These forms must be sent to the LA within five working days of any incident.
- The school will deal with the incident in line with the Behaviour Policy and according to our professional judgement and the severity of the incident; contact with parents/carers of both the victim and the perpetrator will be made.

The monitoring of the operation of the policy will be undertaken by the Head Teacher; any racist incidents will be reported to the Governing Body via the Head Teacher’s termly report.