

# HEMDEAN HOUSE SCHOOL



## EQUAL OPPORTUNITIES POLICY

**INCLUDING**

## **RACE EQUALITY POLICY**

**Updated: Autumn 2014 by Mrs D.Lee**

**Review: Autumn 2016**

**Distribution Website**

**Policy folder**

**ISI website**

## **AIMS**

It is the aim of this policy to reflect the ethos of the school in stating our commitment to equal opportunities and race equality.

At Hemdean House, all pupils and staff will be treated equally and fairly regardless of gender, age, ethnicity, religious belief, ability, special need, appearance or culture.

The school will promote attitudes and actions which will actively assist in the creation of harmony in the lives of all involved with the school and which will add to each individual's dignity and worth. We promote a positive understanding of the problems of stereotyping, prejudice and the lack of opportunity, where they occur.

## **OBJECTIVES**

In order to support this aim of equal opportunity for all in our school, we will do everything we can to ensure that

- All curriculum areas, resources and organisation reflect and promote this
- All testing reflects and promotes this
- The language used in school reflects and promotes this
- All pastoral work incorporates this
- Bullying and harassment are quickly identified and treated seriously.

## **PRACTICE**

- The curriculum offers access to common learning experiences, regardless of gender or ethnicity, which are broad, balanced and differentiated.
- Schemes of work and materials used should reflect this policy.
- All school materials and resources will be free of racist and sexist influences and bias and be sensitive to disability.
- All pupils are expected to take an equally active part in lessons with parity of opportunity and adaptation for the needs of individuals.
- There will be no gender bias in the presentation or content of the curriculum.
- An appreciation of historical, political, religious, cultural and economic background to issues of gender, race and disablement will be encouraged.
- All stereotyping will be discouraged.
- There will be an awareness of a wide range of achievement from all genders, races and disabled groups.
- Anti-racist teaching will be delivered in a supportive framework, encouraging responsible citizenship locally and globally.
- Teaching will always include an awareness of different specific learning difficulties and strategies for those living and learning with those needs.
- Suitably differentiated material should reflect this policy and allow equal access to the curriculum.
- Pupils with a disability will have full access to accommodation, resources and the curriculum.
- Careers, workplace and professional and managerial roles will be seen as accessible to all.

## **ASSESSMENT AND REPORTS**

- Criteria for testing and selection will be fair and valid.
- Assessment should be accessible and appropriate in presentation, operation and response
- Questions and all language must be free of bias and free of any racist material.
- Special consideration for any pupil with specific learning difficulties will be identified for the purposes of public examinations.
- A variety of different methods of testing and examining will be used to allow students to experience them and show their ability.
- Reports will be written in line with the above standards.

## **LANGUAGE**

- Racist or sexist remarks, material or language, humorous or otherwise, which stereotype by sex, or ethnic origin will be discouraged at all times and dealt with seriously whenever they occur.(see anti bullying policy)
- Insulting remarks or writing will be discouraged at all times and in all places.
- Pride in ethnic origin and culture will be encouraged and celebrated.
- Bi-lingual students will be encouraged as positive achievers in this respect.
- All students in Years 1 to 9, inclusive, will study a foreign language.

## **ENVIRONMENT AND ORGANISATION**

- Form lists will be in alphabetical order.
- Equal respect will be shown to all pupils regardless of race, gender or disability.
- Work will be displayed to reflect this policy.
- Seating will not marginalize any pupil group.
- Play and break times will be carefully observed to ensure that all groups are comfortable and not dominated by one element.
- School outings will take into account the needs of all students.
- Uniform regulations will, within reason and health and safety constraints, allow for racial or religious requirements.

## **HARRASSMENT OR BULLYING (See separate policy)**

- No pupil shall suffer abuse on any grounds.
- Staff will lead by example and be vigilant in identifying prejudice or harassment and in challenging this whenever it occurs.
- The procedure for dealing with racist incidents is detailed separately.
- The school reserves the right to suspend or exclude any pupil who fails to respond to the requirements of the equal opportunities code of behaviour.

## **MONITORING**

- All teachers, assistants and members of the Senior Management Team will be vigilant in promoting, monitoring and maintaining the implementation of this policy.
- Equal opportunities at the school will be included in the Headteacher's report, annually, at School Council (Governing Body) meetings.
- Any incidents or suspected incidents of inequality of opportunity, or of breaches of this policy will be recorded in an incident file and reviewed at least annually.

## **REVIEW**

- There will be an ongoing review of the incident file to identify problem areas and to categorise them for action.

- The policy will be changed to reflect the outcomes of any review and circulated to staff, with changes indicated.

## **RACE EQUALITY POLICY**

### **INSTITUTIONAL RACISM**

We believe this, as stated in the MacPherson Report, to be:

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen and detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness or racial stereotyping.”

The school statement that follows expresses our resolve to oppose any form of the discrimination described in MacPherson’s definition of institutional racism:

### **SCHOOL STATEMENT**

- At Hemdean House School we believe that every individual, irrespective of their colour, ethnic origin or any other difference, has an equal right to the education we offer and has a unique and valuable contribution to make to our school community.
- We aim to enable all pupils to reach their full potential, both academically and personally.
- Every pupil and member of staff will be encouraged to have a positive self image and to treat others with respect and fairness.
- We openly oppose racism and discrimination and work to combat such attitudes.
- We promote these beliefs through the way the school is managed, the lessons and subjects taught, effective communication with other staff, pupils, parents and the wider community, in staff recruitment and development, admissions procedures and discipline issues and in every activity organised by the school.

### **POLICY FOR DEALING WITH RACIAL INCIDENTS**

The MacPherson Report defines a Racial Incident in the following terms:

“A racist incident is any incident which is perceived to be racist by the victim or any other person.”

We accept this definition and shall ensure that our policies and practices are open and adequate, in order to recognise and address the existence of racism, where it is perceived to have occurred.

All staff will deal with racist incidents and will challenge racial bias and stereotyping.

### **EXAMPLES OF RACIST INCIDENTS**

The feature which distinguishes racist incidents from ordinary antisocial behaviour, is the element of racist motivation on the part of the perpetrator, e.g.

- Physical assault because of colour or ethnicity
- Racist graffiti
- Racist badges or insignia
- Racist material
- Inciting others to inflict racial harassment
- Ridicule of an individual for cultural differences
- Racist comments

- Cyber racism
- Racist name calling and disparaging personal remarks such as ethnic group, physical features, customs such as food, dress or language.

### **PROCEDURE FOR DEALING WITH RACIST INCIDENTS**

- Incident observed, reported or complaint received
- Head Teacher must be informed with clarification of those involved and incident form completed
- Parents of victim and aggressor informed that investigation is starting
- School Council Chairman( governing body) informed
- Investigation begins with parental involvement, support for the victim and counselling for the aggressor
- Report form completed by Head Teacher, detailing outcome of investigation, and parents and staff informed of any action taken. Report to be filed as a racist incident if so found
- Report to School Council
- Action taken which may involve discipline, counselling, expulsion or police action.
- The Safer School's Officer can be contacted for advice and will help deal with issues.

### **WORKING WITH THE SCHOOL COMMUNITY**

- The school will work to promote the integration of students from all ethnic minorities
- All departments will work to promote the integration of all students in all activities
- The school will work to achieve effective communication
- Parents' evenings will be accessible and supportive to parents
- Parents will be informed at an early stage of difficulties, lack of progress or behavioural problems
- Parents would be informed in the event of any serious incident, or of any contact with the police
- The whole school will work to promote equality for all its pupils
- The school will be discreet and sensitive about the needs of all its pupils
- All pupils will have the opportunity to take positions of responsibility, creating positive role models
- Awareness will be raised of current affairs and issues of race, through assemblies, form time, PSHE, Citizenship and other subject teaching
- Cultural and religious values will be discussed in school; parents may be invited to share their experiences with staff and/or pupils, as appropriate

### **CURRICULUM ISSUES**

- Within the framework of the National Curriculum the school will develop opportunities to reflect its cultural and ethnic diversity
- Teachers will promote the value of different cultures, engendering a sense of pride in an individual pupil's culture and seeking to raise the self-esteem of all.
- An anti-racist approach will be adopted in all subjects, schemes of work and teaching resources
- Pupils will be able, through the appropriate teaching, to appreciate the historical, political, religious, social and cultural diversity of all groups living in their community
- Second languages will be celebrated

## **ASSESSMENT**

- All criteria will be fair to all pupils
- Language used must not contain hidden cultural bias
- Appropriate assessments will be available to all

## **WHOLE SCHOOL ISSUES**

- Efforts to overcome prejudice will be given the highest priority
- Positive role models will be encouraged
- Current or relevant issues on race and racial awareness will be discussed when appropriate
- Any remarks which insult a person's ethnicity will be challenged immediately and treated seriously
- Graffiti or insulting writing must be removed and challenged
- All incidents will be dealt with in line with school policy

## **SCHOOL ORGANISATION AND ROUTINES**

- Names will be pronounced correctly
- Information available on festivals, customs, religious beliefs, dress, food and naming systems will be known and shared
- Books and displays will show the work of pupils from different ethnic groups, where possible
- The library will reflect cultural and ethnic diversity
- Uniform will allow cultural needs to be met ( no trousers for girls)
- Classroom management will integrate all pupils through co-operative working to reduce any feelings of isolation
- Pupils will be encouraged to take responsibility and guided in appropriate behaviour and attitudes at all times

## **MONITORING**

- Issues and outcomes will all be monitored on an ongoing basis by the Senior Management team with the help of all other staff
- Incidents will be recorded and filed
- Trends will be noted
- Staff will be consulted at all times
- Each element of the policy will be evaluated during the monitoring process

## **REVIEW**

- Numbers of incidents will be reviewed and trends noted
- Types of incidents will be reviewed and trends noted
- Individuals' involvement will be noted for monitoring
- Parental support will be noted
- The effectiveness of sanctions will be reviewed and noted
- Any changes made to the policy will be circulated

