



RACE EQUALITY POLICY AT HANLEY CASTLE HIGH SCHOOL

1. Background Information

- 1.1 Hanley Castle High School is a mixed comprehensive school for 11 to 18 year olds in rural Worcestershire.
- 1.2 Its ethnic composition is currently predominantly White British with a small number of students from ethnic minority groups.
- 1.3 From the school’s census in January 2016:

Ethnicity	2016			2015			2014		
	Number	HCHS	National Published figures Jan 2015	Number	HCHS	National Published figures Jan 2014	Number	HCHS	National Published figures Jan 2014
White British	963	96.49%	73.2%	941	97.41%	74.5%	924	97.47%	80.3%
White Irish	1	0.1%	0.3%	1	0.10%	0.3%	1	0.11%	0.3%
White & Asian	10	1%	1%	5	0.52%	1.0%	4	0.42%	0.9%
Pakistani	4	0.4%	3.6%	4	0.42%	3.4%	1	0.11%	2.7%
Any other Asian background	3	0.3%	1.6%	4	0.42%	1.6%	5	0.53%	1.5%
White & Black Caribbean	0	0%	1.3%	1	0.10%	1.3%	1	0.11%	4.6%
Chinese	1	0.1%	0.5%	1	0.10%	0.5%	1	0.11%	0.5%
Gypsy/Roma	0	0%	0.2%	0	0%	0.2%	2	0.22%	0.2%
Any other white background	7	0.7%	4.3%	2	0.21%	4.0%	8	0.84%	3.7%
Any other mixed background	4	0.4%	1.6%	3	0.31%	1.5%	2	0.22%	1.5%
White & Black African	3	0.3%	0.5%	3	0.31%	0.5%			
Indian	2	0.2%	2.9%	1	0.10%	2.8%			

- 1.4 There have been very few racist incidents. Each of these have been managed in line with School Policy and reported to the Local Authority.
- 1.5 In January 2015, the school gained the International School Award in recognition of the quality of its work in promoting international links and understanding.

2. Policy Aims

- 2.1 Hanley Castle High School is happy to embrace a broad range of individuals and groups whose varied backgrounds, experiences, lifestyles, languages and cultures enrich all our lives and educational processes.
- 2.2 We are committed to promoting the benefits of such diversity and to challenge and erase practices that are prejudicial and discriminatory, and which contribute to inequality on the grounds of ethnicity, colour, gender, religion, sexual orientation, social circumstances, ability and disability.
- 2.3 We fully support the active promotion of fundamental British values, particularly tolerance and the celebration of diversity.



- 2.4 It is the responsibility of all members of the school community - teaching and support staff, parents/carers, students, governing body and visitors - to uphold these aims and to ensure that strategies are put into place to ensure that they are achieved.

3. Policy statement

- 3.1 Hanley Castle High School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.
- 3.2 Hanley Castle High School is committed to eliminating unlawful racial discrimination.
- 3.3 Hanley Castle High School strives to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community or visitors, everyone is equally valued and treats one another with respect. Students should be provided with the opportunity to experience, understand and celebrate diversity. We promote equality of opportunity and good relations between persons of different racial groups.
- 3.4 We recognise:
- 3.4.1 the inclusive nature of the National Curriculum and the opportunities Citizenship, PSHE, our strong MFL tradition and our active promotion of fundamental British values present for encouraging respect for diversity
- 3.4.2 the necessity of promoting race equality in:
- a) Monitoring, reviewing and evaluation systems
 - b) Behaviour, discipline and exclusions
 - c) Personal development and pastoral care
 - d) Teaching, learning and assessment
 - e) Admissions and attendance
 - f) The curriculum
 - g) Staff recruitment and professional development
 - h) Partnerships with parents, governors and communities
- 3.4.3 the importance of celebrating festivals from diverse faiths
- 3.4.4 that minority ethnic groups include Gypsy Travellers, Refugees and Asylum seekers and less visible minority groups
- 3.4.5 the importance of global citizenship
- 3.4.6 the importance of strong home/school and wider community links
- 3.4.7 our duty under the Race Relations (Amendment Act 2000) to promote race equality actively



3.4.8 the recommendations of the inquiry into the death of Stephen Lawrence:

"That Local Education Authorities and School Governors have the duty to create and implement strategies in school to prevent and address racism." (Recommendation 68)

4. Identifying and dealing with racist incidents

4.1 **The definition of unlawful racial discrimination is** *"the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour and ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people."*

4.2 **A racist incident is** *"any incident which is perceived to be racist by the victim or any other person"*.

Hanley Castle High School will not tolerate racial harassment of any kind

Examples of racist incidents:

- derogatory name calling, insults, racist jokes and language
- verbal abuse and threats
- physical assault
- ridicule based on differences of colour, race, ethnicity, nationality, culture, religion or language
- refusal to co-operate with others because of the above differences
- stereotyping on the basis of colour, race etc
- racist comments
- racist graffiti
- written abuse
- damage to property
- incitement of others to act in a racist way
- provocative behaviour such as wearing racist badges or insignia
- bringing racist literature such as leaflets, magazines or computer software onto the school premises or using it on school equipment
- recruiting other people to join racist organisations
- the use of internet or other technology to communicate any of the above.



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- 4.3 Even if the victim of a racist incident does not complain it should still be treated as a racist incident if another person perceives it as such and recorded accordingly

5. Actions to ensure race equality

- 5.1 The Race Equality Policy will be reviewed annually by the Headteacher and Governing Body
- 5.2 The school will endeavour to ensure that the Governing Body and staff team reflects the local community it serves
- 5.3 The school will develop working relationships with other agencies to develop links with schools overseas.
- 5.4 As a result of racist incidents we may, if appropriate, write an action plan and set targets to ensure such incidents do not occur.
- 5.5 Guidelines for staff are outlined below and subject to annual review.

6. Dealing with racist incidents

- 6.1 No incident that is, or appears to be, racially motivated should go unchallenged, and every member of staff has a responsibility to respond appropriately.
- 6.2 It should be made explicit to all involved that any racist behaviour is totally unacceptable.
- 6.3 If the member of staff dealing with the incident initially is unable to resolve the matter it should be referred to the appropriate Key Stage Leader or to a member of the Senior Leadership Team (although all incidents should, of course, be reported for recording and reporting purposes).
- 6.4 The action taken will depend on the incident, whether the perpetrator is known, whether they are a student, member of staff, family member, visitor or other member of the school community.
- 6.5 In all cases a member of staff should explain why racist behaviour is unacceptable. Any disciplinary action taken, including any form of exclusion, will be in line with the school's sanctions and procedures.
- 6.6 The parents or carers of the victim and the perpetrator must be informed of the incident and the outcomes.
- 6.7 Racial harassment or abuse from any member of staff towards a student, family member or a colleague will not be tolerated and will be dealt with as a serious breach of the school's disciplinary procedures. We recognise that appropriate training and support is necessary for all staff.
- 6.8 Where the perpetrator is a visitor or is unknown, staff should attempt to discuss the matter with them and, if necessary, involve senior staff and/or outside agencies. If the visitor is employed by an outside



company the relevant person at this company must be informed of the racist behaviour of their employee.

7. Reporting and recording racist incidents

- 7.1 Hanley Castle High School records all racist incidents. Completed records are stored by the Headteacher's PA.
- 7.2 Although some incidents may seem minor, it is important to record them as any repeat incident can be treated as having greater importance and be dealt with accordingly.
- 7.3 Governors will be informed annually of the number of incidents recorded and action taken, or more frequently in the case of a serious incident.
- 7.4 The pattern and frequency of incidents will be analysed regularly in order to inform future planning.
- 7.5 Any serious racist incident may lead to involvement of appropriate outside agencies, including the police.

8. Support for the victim

- 8.1 When dealing with racist incidents involving students or other young people staff should:-

(i) Listen attentively:

- re-assure the young person that they are doing the right thing in talking about the incident
- remain calm
- accept the young person's vocabulary and terminology
- remember that confiding in a member of staff often takes courage.

(ii) Acknowledge:

- acknowledge the feelings of the young person
- confirm they are doing the right thing
- establish if the incident is part of a pattern
- reassure while explaining the need to take the matter further.

(iii) Report

- Tell the young person that the information about the incident needs to be shared with others in order to stop further incidents
- The age, self confidence and circumstances of the victim must be a guide as to whether they can deal with the issue themselves
- It must be remembered that all incidents must be dealt with sensitively and, in certain cases, the victim's identity protected
- Always record the incident on the appropriate form and pass to the headteacher who is responsible for monitoring racist incidents.



(iv) Support

- The victim will need immediate support and must be reassured that their report will be treated seriously, in confidence and investigated fully. They should be offered the support of specific counsellors, in school or outside.
- Parents and carers need to be informed and they may wish to seek support from outside agencies.
- After the initial reporting of the incident all parties involved must be kept aware of developments and actions taken.

9. Whole school issues

- 9.1 Racism has an effect on the whole school community and on the wider community it serves. Visual evidence of racism in the form of graffiti, damage to books or insignia will be removed immediately but will be used as evidence. Photographs may be needed if abuse is erased.
- 9.2 All staff should be made aware of the issues relating to racism and relevant documentation.
- 9.3 The policy will be reviewed regularly in line with the findings from the analysis of recorded incidents.

10. Other related school policies

- 10.1 Racial equality is an aim of all school policies, but is of particular relevance in the following:
- Behaviour Management
 - Anti-bullying
 - Curriculum
 - Learning and Teaching.

11. Race Equality objectives

- 11.1 Race equality objectives are included in our Race Equality Action Plan.
- 11.2 Progress towards these objectives, as well as progress in any other relevant area, is reported to governors and published via the school website during the autumn term of each year.



Race Equality Policy

Signed:

Chair of Governors

Date:

Signed:

Headteacher

Date:

Report to governors / published on website: **February 2016**
Review date: **May 2017**