

LADY KATHERINE LEVESON C OF E PRIMARY SCHOOL

*Policy for Race Equality**

Lady Katherine Leveson C of E Primary School believes that it has a duty of care to all people. It will not tolerate discrimination, victimisation or harassment of any kind, to staff, parents or children, whether by adult or child.

**The CRE defines racist behaviour as;*

“any hostile or offensive act by a person of one racial group or ethnic origin against a person or another racial group or ethnic group, or any incitement to commit such an act in;

- Such a manner that it interferes with the peace and comfort of the aggrieved person*
- That the person aggrieved fears for their safety*
- That the quality of life of the person aggrieved is reduced.”*

A racist incident is;

*“ any incident that is perceived to be racist by the victim or any other person.”
(MacPherson report February 1999 – the Stephen Lawrence Inquiry)*

Examples of racist incidents;

- Disrespect and non – co-operation*
- Verbal harassment*
- Physical harassment*
- Damage to property*
- Provocative behaviour*
- Racist graffiti*
- Racist literature in school*
- Recruitment to racist organisations*
- Incitement of others to behave in a racist way*

Executive Summary

Purpose

To support all groups within the school environment equally and to provide a safe and secure environment for learning and teaching to take place.

Rationale

- To eliminate unlawful racial discrimination.*
- To promote equal opportunities and good race relations in all areas of school life*
- To celebrate the cultural diversity of our community*
- To show respect for everyone*
- To promote positive social attitudes*

Key Principles

That all people, within the community and environment of Lady Katherine Leveson C of E Primary School, demonstrate due regard and respect for each other.

Actions

- The school environment reflects a positive attitude towards people from all backgrounds
- The curriculum reflects a positive attitude towards people from all backgrounds
- All staff treat racist incidents seriously and consistently
- Any incident of racial harassment is dealt with in line with our school policy for racial harassment and is recorded and reported, termly, to Governors (Human Resource committee and the LEA
- Actively tackle racial discrimination through effective monitoring and reporting
- Promote equal opportunities and good race relations
- Encourage, support and help all pupils and staff to reach their potential
- Demonstrate due regard for racial equality and cultural diversity through
 - *effective and positive curriculum provision*
 - *effective and positive behaviour management*
 - *pupils' Personal and Social Development*
 - *learning and teaching*
 - *admissions and attendance*
 - *staff recruitment and professional development*
 - *partnerships with parents, carers and the community*
- Work with parents and guardians and the wider community, to tackle racial discrimination and to follow and promote good practice

Related documents:

School aims and values

Discipline for Learning policy

Policy for Anti – bullying

Learning and Teaching policy

Personal and Social Development Policy

Policy for Social Moral Spiritual and Cultural development

Policy for Inclusion

Policy for Admissions

Curriculum policies

Home School Contract

Policy agreed on _____

This policy will be reviewed every two years

Review date _____