



Brumby Junior
School

Queensway, Scunthorpe, DN162HY. 01724666644. www.brumbjuniorschool.co.uk

Headteacher: Mr P Foster

BRUMBY JUNIOR SCHOOL

RACE EQUALITY AND DIVERSITY POLICY

1) Statement of Values

All pupils at Brumby Junior School have the right to be treated with respect and to feel safe with regard to their individual ethnic background. They have the right to receive their education in an environment which is free from humiliation, oppression or abuse on racial grounds. Parents should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with and that help and support will be given to all involved.

2) Promoting Race Equality and Good Race Relations

We endeavour to promote this in a variety of ways ~

- ~ Our school community recognises and nurtures the identity of children of all races.
- ~ Our school strives to develop positive anti-racist language, awareness, images and strategies in order to create policies, practice and an environment which reflects that all people are equally valued and that no harassment will be tolerated.
- ~ Our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which is positively valued.
- ~ Through an appropriate enriching curriculum and whole school and year group school assemblies, pupils will be shown that racism, in any form, is unacceptable.
- ~ Children of every ethnic background yearn for personal worth. Every child yearns for significance. It is the aim of Brumby Junior School to achieve this.

3) Tackling Racial Discrimination

Reviewed Sept 2017 – Next review Sept 2018



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We understand racism to be either

- (i) Personal, when a person has deliberately been abused, harassed or discriminated against, or perceives that to be the case, in relation to their racial, ethnic or religious identity.
- (ii) Institutional, when organisations, systems or practices have the effect, though not necessarily the intention of excluding or disadvantaging individuals or groups on the basis of their culture, religion, ethnicity or appearance.

In order to develop an understanding regarding racial and ethnic diversity we will work with staff, parents and children particularly in relation to racial incidents. In the interest of all children we will take a strong stance against discrimination and abusive behaviour. This policy is stated in our school 'Information Booklet'.

4) Implementation Strategy

The physical and mental well being of children is fundamental to the practice of this policy. The school will work to ensure that children feel able to express their concerns about verbal and physical abuse so that issues can be dealt with in a constructive and coherent way.

Elements of the school curriculum, particularly Geography, History, R.E, Art and Literacy as well as school assemblies are designed to promote an understanding and tolerance towards different beliefs and cultures. Examples of this include a focus on a different religion within each year group to gain an understanding of beliefs and celebrations, stories from different cultures and recognition of the major festivals, as appropriate throughout the year, in collective worship.

5) Roles and Responsibilities

The head teacher has overall responsibility for the implementation of this policy. All of our staff, especially our learning mentors are responsible for the personal care and support of pupils who have experienced racial abuse and/or physical abuse and for the support and progress of the children involved.

- ~ All staff, teaching and non-teaching, should be vigilant in class and in the playground at all times, in order that racist behaviour does not go undetected.

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- ~ All staff should investigate any allegations of racism and take the child's concerns seriously. Racist attitudes must be challenged.
- ~ All staff should take action as soon as possible and ensure that all interaction is carried out privately, i.e. away from the group.
- ~ Staff should remain calm and take time to listen impartially to all involved.
- ~ Staff should avoid labelling pupils as 'racist' and 'victim' – after an incident both pupils may need support to rebuild or reinforce self-image and esteem.

Pupil Responsibilities

- ~ All children should adhere to our school's code of conduct (see Behaviour Policy). Children who perceive themselves to be the victims of racism, and children who witness incidents of racism have a responsibility to report this.
- ~ Pupils should ask for help from staff in defusing a difficult situation. They should not retaliate.

6) Breach of Policy

- ~ All reports of racist incidences must be reported to the head teacher and a note made of any action taken. The school will invoke sanctions as detailed in the Behaviour Policy. The Head teacher will, at his discretion, in the first instance and always in repeated incidents, involve parents when written, verbal or physical racial abuse occurs.
- ~ Information relating to all incidences of verbal racism should be forwarded to the local education authority on a termly basis. This data will be used for analysis.
- ~ An ongoing record should be completed for all serious and sustained incidences of racism (see LA Race Equality Policy and Guidance for Schools).

7) Staff and Training

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In all staff appointments the best candidate will be appointed, based upon a strict professional criteria.

All staff should be aware of possible cultural assumptions and bias within their own attitudes which may cause and sustain racism. In order to understand the background and experience of ethnic minority pupils support and advice, when needed, is available from the **LA Race Equality support team** and the **LA's Race Equality Policy and Guidance document**.

Staff should ensure that the resources including stories and information used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups.

8) Monitoring the Policy

The head teacher will be responsible for ongoing monitoring of the policy. Where specific areas are to be promoted these will be added to the school's development plan.