



**Pontypridd High School**

# **Race Equality Policy and Reporting Guidelines**

## Policy

Date of policy:	February 2018
Adopted:	27 <sup>th</sup> February 2018, Wellbeing Committee Meeting Reviewed : 29 <sup>th</sup> February 2024, School Improvement Committee
To be reviewed:	N/A – Closure of Pontypridd High School
Member of staff responsible:	Headteacher
Committee Responsible:	School Improvement Committee

The Race Relations (Amendment) Act 2000 states that;

- The general duty requires us, in the carrying out of our various functions: “to have due regard to the need to eliminate unlawful discrimination and to promote racial equality and good race relations.”
- The specific duties for schools are to show how we will assess all our policies for their impact on pupils, parents and staff of different racial groups and monitor their ongoing effects.

We live in a multicultural society and that our pupils need to be educated accordingly. The needs of our non-white pupils, non-English speaking pupils and their parents, including those with disabilities, must be equally recognised.

In implementing this policy Pontypridd High aims to:

- Promote racial equality, good race relations and challenge racial discrimination.
- Ensure that students, visitors and staff from all racial, ethnic and faith groups are encouraged and are able to achieve their full potential.
- Protect the rights of all students, staff, parents, governors and visitors to the school.
- Promote respect and the valuing of differences between people, both in school and the wider community.
- Be proactive in recognising and tackling racial discrimination and ensure that racial equality is an integral part of planning and decision making within the school.

## **Leadership, Management and Governance**

Pontypridd High School's commitment to equality is reflected in our school mission statement;

### **“ LEARNING AND ACHIEVING TOGETHER”.**

The Governing Body is responsible for ensuring that the school fulfils its legal requirements including those arising from the Race Relations Amendment Act 2000. The Headteacher is responsible, with the Governing Body, for the implementation of this policy and its monitoring. The Headteacher ensures that all staff are aware of their responsibilities and will initiate disciplinary action against staff and pupils who have been found to racially discriminate. Appropriate training and support will be provided.

All Staff (teaching and non-teaching) have a duty and responsibility to promote Equal Opportunities, including Racial Equality. Their work with students will include registration periods, assemblies and one to one or small group activities as well as normal lessons. They will report, record and deal with any racial incident in accordance with Pontypridd High's Guidelines on Dealing with Racial Harassment. A racial incident form must be completed for our register.

**Heads of Faculty**, have a responsibility for the teaching both of their subject content and their methodology. They must ensure that their faculty and its members do not discriminate on racial grounds through the materials they select, the student groupings or the judgements they make. Racial stereotyping is expected to be challenged, along with gender, class or disability stereotyping. Pupil achievement and data must be monitored to ensure that all groups are reaching their potential.

**All Staff**, have a duty and responsibility to comply with the Policy. Staff must not discriminate on racial grounds and should keep up to date with legislation.

Pontypridd High School's staff actively promote Any difficulties experienced by any student will be sensitively discussed and reported to the relevant staff, with the aim to resolve any issues to the satisfaction of all. Parents / carers will be kept informed and consulted.

Staff will deal appropriately with any racial incident following our Guidelines on Dealing with Racial Harassment (Appendix A). Teaching staff ensure that all students achieve equal access to the curriculum and are included in all activities. Through their teaching and the development of relationships with students, parents, carers, other staff and the wider community Pontypridd High School's staff actively promote race equality and understanding.

Pontypridd High School will endeavour to ensure that all visitors to the school including contracted workers are made aware of our policies.

**Complaints**

Complaints regarding non-compliance with this Policy should be addressed to The Headteacher. Specific incidents should be reported to the appropriate person in accordance with Pontypridd High School's normal disciplinary procedures.

**Planning and Monitoring**

All policies and strategies are monitored, reviewed and evaluated. Monitoring of pupil progress, attainment, attendance, exclusions etc. includes ethnic monitoring. This policy will be reviewed on an annual basis.

**Staff Recruitment**

Pontypridd High School employs staff on an Equal Opportunities basis.

**School Procedures****Admissions**

Pontypridd High School's Admissions Policy does not discriminate on grounds of gender, ability, social background or ethnicity.

**Attendance**

We expect excellent attendance from all of our students and staff. We are sensitive to relevant cultural and religious issues such as time off for religious observance or extended family visits abroad and students will be helped and supported should they need to "catch up"

**Attainment, Progress and Assessment**

Pontypridd High School monitors all pupils' attainment and progress. Each subject sets every individual pupil targets and monitors their progress. Standards Managers monitor the relative achievements of various groups including non-English speakers and ethnic minority pupils with the specific role of raising achievement for all. They monitor underachievement and implement strategies to support those individuals or groups identified as underachieving. Any disparities between ethnic groups would thus be recognised and addressed through planned and targeted support.

We value all forms of personal as well as academic achievement. Examination results are monitored for ethnic as well as gender and other differences and strategies form part of our School Improvement Plan.

**Additional Learning Needs**

We ensure that accurate assessments of ALN are made and that all pupils with ALN receive appropriate support.

## **School Ethos**

Pontypridd High School is opposed to **any** discrimination in whatever form. We operate a whole-school **Anti- Bullying Policy** which encompasses any form of harassment including racism.

Racism of any kind is not tolerated in Pontypridd High School. We aim to promote an ethos of caring and open-minded respect for others in order to provide a safe and productive teaching and learning environment and prepare our pupils for life in the wider community

## **Positive Relationships**

We expect a high standard of behaviour from all of our students and all are treated fairly and consistently. **Our Positive Relationships policy** does not discriminate on ethnic or other grounds. However, we recognise that some behaviour can be affected by cultural background and would proceed with sensitivity should it ever be a possible factor. Sanctions are applied equally and although every attempt is made to avoid exclusion, when it occurs it is logged and monitored for any racial imbalance.

## **Curriculum**

Pontypridd High School annually reviews its curriculum provision. We endeavour, within the requirements of the law, to provide a relevant and appropriate curriculum for all our students. Principles of equality underpin our curriculum provision and opportunities are created for students to discuss identity, equality, sexism and racism with the aim of expanding their understanding of our multicultural society.

## **Resources**

We make every effort to select materials, including displays, which represent a wide range of people and promote equality wherever possible. We seek to use role models from a range of ethnic backgrounds as well as non-stereotypical gender role models as presenters, guest speakers and trainers.

Teaching resources are monitored to ensure that racist stereotypes are not perpetuated. Should any racist language or imagery arise, it will immediately be challenged and discussed.

## **Careers**

Pontypridd High School encourages all students to consider the fullest possible range of careers available and not to be limited by stereotyping, prejudice or expectations. Students on work experience are offered support and advice should they encounter any racism whilst on placement. All pupils are encouraged to discuss this, whatever their own ethnic background. Outside agencies may well be contacted should employers be found to exhibit racism.

## **APPENDIX A : Racist Behaviour guidelines and reporting**

At Pontypridd High we recognise that racism in society exists and that our students could, at some time be exposed to it. It cannot be ignored. It is our intention that normal school behaviour means that racism is not tolerated. All incidents need to be challenged because any indications of racism must be unacceptable. Yet in this sensitive area the scale of our response is equally important and this needs to be judged in each, individual case.

Guidelines for dealing with obviously threatening behaviour are clearly laid down in our Anti-Bullying Policy and we would have little difficulty in responding appropriately to this level of incident should it occur.

In order to clarify the judging of situations and appropriate responses, the following categorisation of racist incidents has been compiled. Normal school policy would:

- a) Identify the behaviour
- b) Deal with the pupil(s) involved
- c) Support any victims
- d) Deal with it as a whole
- e) Monitor the situation

All racial incidents must be recorded on a Report Form, included at the end of these guidelines.

### **CATEGORIES OF RACIST BEHAVIOUR**

#### **i). Physical Assault**

This is the easiest to identify and deal with, following normal school procedures. Any such incident will be reported to the appropriate staff and Senior Management who will take the necessary action. This will include informing the parents / carers and inviting them to a meeting at the school.

#### **ii). Verbal Abuse and threats**

All acts of intimidation are of course unacceptable. With any serious act the student(s) will be reported as above in accordance with our Anti-Bullying Policy.

#### **iii). Incitement of others**

This tends to be a specific aspect of racial harassment and may include bringing racist material into school, wearing racist badges or displaying insignia. Such evidence must be immediately confiscated and the student(s) reported. The student(s) will be interviewed and the reason for confiscation explained. Action will depend on the situation as it is discovered. This may involve the police and other agencies. The incident will be logged.

#### **iv). Racist Graffiti**

When discovered, this must be recorded, reported and removed as soon as possible. Regular checks are made to spot graffiti. Obviously perpetrators if caught will incur normal sanctions but will also have sessions to explain the offensiveness of such material.

#### **v). Racist statements, 'jokes', name-calling, comments..**

Such statements must not be allowed to go unchallenged. Staff present should deal with incidents of this nature sensitively but make our attitude clear to the student(s) concerned. If a member of staff feels uncomfortable dealing with the issue the matter must be referred on. Frequently a simple explanation to the student(s) of what they have said and how it would be perceived as racist is sufficient.

### **DEALING WITH THE PUPILS INVOLVED.**

Initially incidents will be dealt with by the staff present then reported on to the relevant staff. The school will apply sanctions as appropriate to each individual case whilst making our position on racism clear to all involved. Racist behaviour of any kind is totally unacceptable in our school and will be challenged and corrected.

### **SUPPORT FOR THE VICTIM(S)**

As with all bullying incidents, where there are victims, they will be supported by the staff and outside agencies where appropriate. Actions taken will be explained and the policy of the school expressed. In more serious cases, or when deemed appropriate, the relevant staff will meet with the parents / carers to reassure them of action taken and discuss the matter.

### **DEALING WITH THE ISSUE AS A WHOLE SCHOOL OR YEAR GROUP**

This will be considered where appropriate, using assemblies, pastoral time etc.

### **MONITORING**

There is a need to monitor any incidents to get a sound basis for discussion and to provide evidence of our responses and their effectiveness. A Racial Incident Report Form should be completed and statements taken attached. These must be passed on to the Headteacher or Deputy Headteacher.

# **RACIAL INCIDENT REPORT FORM**

**Date :** .....**Time :** .....**Place :** .....

**Names of pupil(s) :** .....**Year :** .....**Class :** .....

**Type of incident (tick/circle)**

1. Comment / Statement/Joke etc.
2. Graffiti / Offensive material
3. Persistent attention / Intimidation
4. Verbal threats / Serious comments
5. Physical sexual harassment / assault

**Report (including context, please attach any additional pages)**

**Action(s)**

**Signed :** ..... **(Staff)**    **Date :** .....