

CYNFFIG  
COMPREHENSIVE  
SCHOOL

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CYNFFIG



# Racial Equality & Cultural Diversity Policy



## Race Equality and Cultural Diversity Policy

### Introduction

This Race Equality policy has been written to meet the school's statutory duty under the Race Relations Amendment Act 2000. Through this policy the school is working in line with the Commission for Racial Equality standards Learning for All (2000) and working towards meeting the recommendations of The Stephen Lawrence Inquiry (2000).

All maintained schools in Wales have a legal duty to promote race equality as set out in the Equality Act 2010.

The general duty requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial groups.

The specific duty requires us to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on pupils, staff and parents, of different racial groups, including, in particular, the impact on attainment levels of these pupils;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

### **School Context**

Cynffig Comprehensive values the individuality of all our children. We are a Comprehensive school which is in the heart of our local community and we proudly serve that community. We are committed to giving all our children every opportunity to achieve the highest standards. Within this inclusive ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people. We have a small but significant number of ethnic minority pupils

The school recognizes that Wales and the rest of the UK have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are adequately prepared to live and thrive in such a diverse society. All employees have a responsibility to read, understand and comply with this policy.

This policy must be read in conjunction with other related school policies - Anti-bullying, Equal Opportunities, Personal and Social Education, Inclusion and Special Needs.



## Guiding Principles

This policy sets out our commitment to tackling racial discrimination and promoting equality of opportunity and good race relations, and explains what it means for the whole school community.

At Cynffig Comprehensive School we continuously strive to ensure that everyone in our school is treated with dignity and respect. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality and disability.

## Definitions

At Cynffig Comprehensive we have adopted the definition of racism recommended in the Stephen Lawrence Inquiry Report:

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

Our definition of racial harassment is that of the CRE:

**'verbal or physical violence which includes attacks on property as well as on the person, which is suffered by individuals or groups because of their colour, race, nationality and ethnic or national origins, and where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism.'**

## Aims and objectives

In our school we **aim** to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. Our **aim** at Cynffig Comprehensive is to:

- ensure that all pupils and staff are encouraged, and able to achieve their full potential;
- respect and value differences between people;
- prepare pupils for life in a diverse society;
- acknowledge the existence of racism and take steps to prevent it as well as encouraging the confidence of pupils and staff to challenge racist behaviour;
- make Cynffig Comprehensive an environment where everyone irrespective of their race, colour, ethnic or national origin, feels welcomed and valued;
- to ensure that an inclusive ethos is established and maintained;
- to oppose all forms of racism, racial prejudice and racial harassment;
- identify clear procedures for dealing quickly with incidents of racist behaviour.

## We aim to achieve this by:

- taking active measures to investigate, report and act on incidents of a racist nature
- opposing all forms of racism, racial prejudice and racial harassment
- promoting mutual respect and valuing each other's similarities and differences facing equality issues openly



- monitoring, evaluating and reviewing our practices annually to secure continuous improvement in all we do.

## Dealing with racist incidents

Any incident of racial harassment is unacceptable at Cynffig Comprehensive.

A racist incident may include:

- derogatory name calling
- verbal abuse and threats
- physical assaults
- ridicule based on differences of colour, race, ethnicity, nationality, culture, religion or language
- refusal to co-operate with others because of any of the above differences
- stereotyping on the basis of colour, race, ethnicity etc
- racist comments
- racist graffiti
- written abuse
- damage to property
- incitement of others to act in a racist manner
- provocative behaviour such as swearing racist badges or insignia
- bringing racist materials such as leaflets, magazines or computer software onto the premises
- recruiting other young people to racist organizations or groups

Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil who is the victim
- listen attentively
- remain calm and reassuring
- accept the victim's language and terminology
- acknowledge the feelings of the victim/s
- reprimand the aggressor and inform the victim that action will be taken
- indicate that the information needs to be shared with others in the school in order to support further harassment. If the victim is adamant that they do not want further action, the incident should nevertheless be recorded.
- record on a racial incident sheet (see Appendix A)
- a copy of the log should be kept by the designated teacher, Deputy Head and also forwarded to Learner Support Services
- suitable sanctions implemented as outlined in school's Behaviour Policy

It should be recognized that both victims and perpetrators will often need pastoral support. It is important, in working with perpetrators of racist incidents, to separate the behaviour from the person.

## Admissions, Attendance, Discipline and Exclusions

The school is committed to ensuring that all processes are fairly applied.



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Our admissions policy and interviews are fair and equal for all and do not detrimentally affect any racial or ethnic groups.

Information about all pupils' ethnicity, home language and religion is collected through admission forms and entered on the school database. Admissions are monitored by ethnicity to ensure that the procedure is administered fairly to all pupils.

We expect good attendance of all pupils and work together with staff, pupils, parents and Education Welfare Service to ensure that high levels of attendance are maintained. We monitor attendance and take action to reduce any identified differences between groups of pupils. Staff who follow up absences are aware of and sensitive to cultural and religious issues.

If ethnic discrepancies in attendance or exclusions become apparent then this will be addressed to discover causes and to seek positive ways forward.

## **Roles and responsibilities:**

- The Governing Body and the Headteacher will ensure that the school complies with relevant legislation and so take into account any legal or demographic changes.
- The Headteacher, the Senior Leadership Team and the Governing Body will have responsibility to ensure the implementation of the Race Equality Policy
- The school will endeavour to ensure that the Governing Body and school staff reflect the local community it serves.
- All teachers and staff have a duty to ensure that all their pupils' academic and pastoral needs in school are met
- Heads of Year and the PSE Co-ordinator will ensure that the various cultural needs of our pupils are understood, communicated and met through the pastoral curriculum.
- Heads of Department will ensure that teaching and learning in their departments has a globally inclusive nature
- All parents will have the right to be consulted, informed and asked to participate in the life of the school.

## **Staffing - Recruitment, Training and Professional Development**

Governors and staff involved in recruitment selection know how to ensure equality and avoid racial discrimination in the recruitment and selection process. The school is committed to attracting and developing a workforce on a basis of merit.

Professional development opportunities are offered to all staff.

The school will ensure that staff and governors are provided with sufficient training to carry out their statutory duties.



## **Partnership with parents, carers and communities**

We endeavour to draw on the expertise, skills and knowledge of people of a range of racial, ethnic and faith backgrounds, from the local and wider community, to develop positive attitudes to cultural diversity and to challenge racism.

## **Monitoring, review and evaluation**

Key areas in promoting and monitoring race equality:

- the ethos of the school – attitudes and environment
- pupil achievement and progress
- pupil personal development and attainment
- pupil attendance and punctuality
- curriculum, teaching and learning
- assessment procedures
- pupil option choices and post 16 destinations
- pupil behaviour, discipline and exclusion
- admission and transfer procedures
- staff recruitment, training and professional development
- parents, governors and community partnership
- planning and policy review

This policy will be monitored, reviewed and evaluated for its effectiveness in:

- eliminating racial discrimination
- promoting racial equality
- promoting good race relations

Review will be built into school self-review and evaluation frameworks.

# Racist Incident Log

APPENDIX A

Please complete and return to:

Learner Support Services, Sunnyside, Bridgend CF31 4AR

School name			
School term and academic year		Date of incident	

## Type of Incident:

Verbal abuse/name calling/threats/insults/jokes		Written derogatory comments, texts or e-mail		Racist comments in the course of discussion	
Refusal to co-operate with others because of religion, ethnicity or language		Incitement of others to behave in a racist manner		Physical assault	
Use of weapon		Abuse of personal property		Racist graffiti	
Display/distribute offensive material/insignia		Attempts to recruit others to racist organisations		Other (please specify)	

## Location of incident:

Classroom		Other area in school (eg corridor, dining room, staff room) please specify		Outside the school but not in school time	
Playground		Outside the school but in school time		Other (please specify)	

## Description of incident:

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## Details of support for victim:

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## Actions Taken:

Verbal reprimand		Internal referral		Support Plan/programme	
Break or lunch detention		Formal school detention		Fixed period exclusion	
Letter home		Meeting with parents		Permanent exclusion	
Phone call home		Removal from lesson/internal exclusion		Other (please specify)	

<b>Perpetrators:</b>					
Name(s)	Person Type (Pupil/Parent/Staff/Governor/Visitor)	Age	Gender	Ethnic group code*	Repeat Y/N

<b>Victims:</b>					
Name(s)	Person Type (Pupil/Parent/Staff/Governor/Visitor)	Age	Gender	Ethnic group code*	Repeat Y/N

<b>Witnesses:</b>			
Person Type (Pupil/Parent/Staff/Governor/Visitor)	Age	Gender	Ethnic group code*

<b>External Support:</b>	
Do you require any external support?	Yes / No
If yes, which external support do you require?	
Contact details for external support (N.B. This person must have been notified)	

<b>Other information:</b>	
Incident dealt with by:	
Position in school:	
Any other comments:	

<b>Signature:</b>	<b>Date:</b>

\* To comply with the Data Protection Act, please check school's MIS records for a pupil or staff's ethnicity, otherwise please ask the person(s) who is involved their ethnicity.