

RACE EQUALITY POLICY

The Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 (the Act) makes it unlawful to discriminate – directly or indirectly – against someone on racial grounds. Under the Act, ‘racial grounds’ means reasons of race, colour, nationality (including citizenship) or ethnic or national origins.

Direct Racial discrimination means treating one person less favourably than another on racial grounds.

Indirect Racial discrimination means that a requirement or condition which is applied equally to everyone:

- Can only be met by a considerably smaller proportion of people from a particular racial group;
- Is to their detriment; and
- Cannot be justified on non-racial grounds.

(An example of unlawful indirect discrimination might be where a school’s rules on uniform do not allow for a particular racial group’s customs and cannot be justified in terms of the school’s needs).

Victimisation. The Act also makes it unlawful to treat someone less favourably because they are known to have, or are suspected of having:

- Made a complaint of racial discrimination;
- Planned to make a complaint; or
- Supported someone else who has made a complaint of racial discrimination or is planning to do so.

(An example of victimisation would be where an employee is refused leave because they backed up a colleague’s complaint of racial discrimination).

Commitments

At St Jude’s School we are committed to:

- Actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- Encouraging, supporting and helping all pupils and staff to reach their potential;
- Working with parents and guardians and with the wider community to tackle racial discrimination and to follow and promote good practice;
- Making sure the race equality policy and its procedures are followed.

Responsibilities

Our governors are responsible for:

- Making sure the school complies with the amended Race Relations Act 1976 (the Act);
- Making sure the race equality policy and its procedures are followed.

Our Headteacher is responsible for:

- Making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- Making sure the race equality policy and its procedures are followed.
- Producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy.
- Making sure all staff know their responsibilities and receive training and support in carrying these out;
- Taking appropriate action in cases of racial harassment and racial discrimination.

All staff are responsible for:

- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping;
- Promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins;
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.

The Behaviour Co-ordinator is responsible for:

- Co-ordinating work on race equality;
- Dealing with reports of racist incidents.

Visitors and contractors are responsible for:

- Knowing and following our race equality policy.

Ethnic Monitoring

- At St Jude's School we will monitor and track attainment and progress of ethnic groups as part of our usual monitoring and tracking procedures.
- We will monitor, track and report exclusions of ethnic groups as part of usual monitoring and tracking procedures.

Assessing and Reviewing our Policy

At St Jude's School we will review our Race Equality Policy on an annual basis, as part of the work of our Strategy Committee of Governors.

Links with other Policies

This policy should be read in conjunction with our behaviour policy and anti-bullying policy.

Procedures

Reporting

If any member of staff is aware of any racial discrimination or racial victimisation it must be reported to the Headteacher or behaviour co-ordinator immediately using the attached pro-forma.

Investigating Reported Incidents

Reported incidents must be investigated fully by named staff, within 1 school day of reviewing the report. A report from investigation must be prepared within 1 school day of the investigation.

Appropriate Action

Where pupils have been found to have been involved in racial discrimination or victimisation their parents will be notified and sanctions will be imposed in accordance with our behaviour policy within 2 school days of receiving the report of investigation.

Where staff have been found to have been involved in racial discrimination or victimisation appropriate action will be taken in line with County Personnel Practices and Diocesan guidelines within 2 school days of receiving reports of the investigation.

Reporting

Reports of any incidents will be forwarded to the Chair of Governors within 2 school days of receiving report of investigation.