

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	✓
	Local Academy Council	✓	Parents	✓	General Public	✓

This policy applies to all pupils and staff at Littleton Green Community School from EYFS to Y6, including Littleton Green A.P.

Racism and prejudice have no place in Littleton Green Community School.

'Racism in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture or ethnic origin.'

(MacPherson Report)

Racism devalues the self-worth of individuals and hinders the learning process in school. Littleton Green is a school that strives to build an environment free from intimidation and harassment and where racist attitudes are not tolerated.

Introduction

The Race Relations (Amendment) Act 2000 imposes a general duty on schools to:

- Promote racial equality;
- Promote good race relations;
- Eliminate unlawful racial discrimination.

There are also specific duties requiring each school to:

- Prepare a written policy of race equality;
- Access the impact of its policies, including its race equality policy, on pupils, staff and parents, including the impact on attainment levels on such pupils;
- Monitor by reference to their impact on such pupils, staff and parents, the operation of such policies, including their impact on the attainment of such pupils.

School Context

Littleton Green School is a mixed Primary School situated on the edge of Cannock Chase in Staffordshire. We have approximately 500 pupils on roll of which a small number are from an ethnic background.

Aims

- To acknowledge the existence of racism and to work towards the elimination of unlawful discrimination.
- To foster an understanding of cultural and ethnic diversity and cultivate both the ethical and moral values to support its principles.
- To promote good relations in order to encourage inclusion in the wider educational community.
- To ensure that pupils and staff from all racial groups are encouraged to achieve their full potential.
- To prepare children for a life in a culturally diverse society.
- To create a school in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feels valued and welcomed as part of the Littleton Green family.
- To work towards having a staff which reflects the range of ethnicity in the wider community.

Purpose

- To address and raise standards of educational attainment for those groups of students at risk of underachieving, these may include those of African or Pakistani decent, Travellers and Asylum Seekers or Refugees.
- To promote and inclusive curriculum, ethos and learning environment.
- To celebrate cultural diversity.
- To promote a climate of understanding, tolerance and harmony.
- To combat discrimination, prejudice and harassment.

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	✓
	Local Academy Council	✓	Parents	✓	General Public	✓

Guidelines for Promoting Race Equality

The school will promote equality and challenge racism by:

- Exploiting opportunities to celebrate the richness and diversity of different cultures. E.g. through Picture News, Black History Month, choice of text in reading and writing, and significant figures in foundation subjects.
- Exploiting opportunities through assemblies and the teaching of PSHE, RSHE and Restorative Practice to deal with issues of prejudice e.g. units of work on conflict; how to deal with racist incidents; discussion of social issues and assembly themes to promote positive approaches to diversity and heroes from all cultures.
- Celebrating student achievement e.g. pupils receive positive reinforcement for achievement, teachers are aware of the need for inclusion of all children.
- Reviewing tests to ensure appropriateness and inclusiveness.
- Ensuring all staff challenge inappropriate racist comments used both in and out of lesson time.
- Banning racist badges etc. from school.
- Create a climate in the school where victims of racist incidents feel supported and able to report them and for all pupils to feel able to share their concerns. Pastoral support is an important part of the process.
- Following LEA guidelines on reporting, any racist incidents are recorded on the headteacher's report, using the definition of a racist incident found in the Steve Lawrence Inquiry Report (Macpherson Report) **"A racial incident is any incident which is perceived to be racist by the victim or any other person"**
The purpose of this definition is not to prejudice the perpetrator but to ensure that investigations take full account of the possibility of a racist element to the incident. It is also to ensure that incidents are reported and collated on a consistent basis. All incidents which occur involving members of the school, whether child or adult, which take place in or in the vicinity of the school or educational setting should be reported. There is a statutory requirement to collect this data.
- Examining the curriculum content to eliminate the use of negative images and promote the use of positive images wherever possible.

Implementation

The Local Academy Council-	is responsible for ensuring that the school fulfils its legal responsibilities. The Local Academy Council will be responsible for monitoring the implementation of the policy. Governors will include a statement on racist incidents in their Report to Parents.
The Headteacher-	has overall responsibility within the school for implementing the policy and will be the named person for taking disciplinary action in any case of racial discrimination. The head is also responsible for reporting any racist incidents to the Governing body in her report (including a statement when no racist incidents have taken place.
The Staff-	will be vigilant both in the playground and around the school for any type of racist incident from overt name-calling to the subtler forms of victimisation caused by perceived differences. They will report any racist incident, and how it was resolved, to the named member of staff (Mrs Thorneycroft) responsible for recording incidents.

Breach of the Policy

- The school will complete a Bromcom Log for any incident that occurs, whether for pupils or staff and submit it to the headteacher;
- Parents of the perpetrator/s will be informed following repeated racist incidents and they will be involved in the creation of strategies to modify the behaviour;
- The consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion;
- Total numbers of racist incidents will be reviewed annually;
- The self-defined ethnic identity of any excluded pupils must be published annually;

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	✓
	Local Academy Council	✓	Parents	✓	General Public	✓

- Staff must understand that any act of racial discrimination and harassment on their behalf is a matter of professional misconduct and will be dealt with accordingly. If the misconduct is the headteacher, it will be reported to the Local Academy Council;
- If any member of staff is the victim of a racist incident, the matter should be referred to senior leadership.

Links with other School Policies

The policy should be reviewed annually in relation to the aims and content of other school policies such as:

- Equal Opportunities Policy
- Behaviour Policy
- Anti-Bullying Policy
- Assessment Policy
- SEND Policy

Consultation with the School Community

The Policy has been developed through discussion with the Local Academy Council, Headteacher, Staff, Pupils and parents. It has also been closely based on the Race Relations (Amendment) Act 2000 and LEA written guidance relating to the RR(A)A.

Staffing

The Local Academy Council and Headteacher are committed to fair recruitment and selection and follow Local Authority and Trust procedures. We advertise on the Trust vacancies website and WMJobs, which is distributed to all schools and educational institutions in Staffordshire and is posted on the Internet for national access. We advertise in the local press and for Headteacher and Deputy Head posts we also advertise nationally. Internal posts are advertised via email with applicants being interviewed by the Headteachers and Deputy Head. Where possible, we will endeavour to recruit staff that reflect the ethnic diversity of the wider community. We will strive to provide access to training and professional development appropriate to each member of staff.

Monitoring, Assessing and Reviewing

The following records will be used in the monitoring process:

- Records of returns regarding racial incidents
- Internally produced results of optional tests and SATs
- Staffordshire data from LEA
- Analyse School Performance (ASP) information
- Attendance records
- Suspensions/Exclusions

Monitoring systems will ensure the continuation and/or modification of the strategies.

The monitoring system will also be devised to include issues of gender, special needs, and disability. They are intended to identify any trends that may reveal inequalities between groups. These trends can then be addressed.

Any racial incidents, and all monitoring and review findings, will be reported to the Local Academy Council and minutes are available to parents on request.

The results of monitoring and assessment will be undertaken annually, and the policy will be reviewed in light of these results.

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	
	Local Academy Council	✓	Parents	✓	General Public	

Appendix 1

ETHNIC ORIGIN:

CATEGORIES ADOPTED BY STAFFORDSHIRE UNIVERSITY ACADEMY TRUST

White	British Irish Any other white background	Black or Black British	Caribbean African Any other Black background	Asian or British Asian	Indian Pakistani Bangladeshi Any other Asian background
Chinese	Mixed/shared heritage	White & Black Caribbean White & African White & Asian Any other mixed/shared heritage		Traveller	Any other ethnic group
The ethnicity of pupils can be obtained from school or LA data where it has been identified					

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	✓
	Local Academy Council	✓	Parents	✓	General Public	✓

Appendix 2

GUIDELINES FOR EFFECTIVE ACTION TO SUPPORT VICTIMS OF A RACIST INCIDENT

It is crucial that staff show firm disapproval and take positive action to deal with the situation. A failure to respond could be interpreted as condoning racist behaviour and could discourage pupils and parents from reporting incidents and sharing their concerns.

1. **Speaking separately to the victim.**
2. **Supporting and reassuring the victim** – it is likely that a child who has been subjected to racist behaviour will be feeling hurt, vulnerable and in need of reassurance. A caring and sensitive approach is one of the most tangible and effective ways in which a member of staff can demonstrate the commitment of the school to combating racism.
3. **Offering the pupil the opportunity to talk about the incident and how he/she feels** – be aware that the victim of racial abuse may be reluctant to talk about the experience at the time but may be willing to do so at a later stage.
4. **Explaining what will happen to the perpetrator** – a detention and letter of apology for first offence, a dinnertime detention and an apology for repeated or particularly severe abuse or incidents.
5. **Re-stating the School's anti-racist stance** - explain our commitment to challenge and counter racism and encourage them to report any future incidents to staff.
6. **Asking the pupil if they have been the victim of racism in the past.**
7. **Recording the incident and the action taken** – send the information for collation.

Care must be taken if the allegation of racial harassment proves, on investigation, to be groundless. The pupil, student or parent who made the complaint needs to have the situation explained to them with due sensitivity in order to ensure that they are not discouraged from expressing any similar concerns in the future.

Interpreters:

If an interpreter is required contact – Minority Ethnic Achievement Service
Tel: 01785 278257
Email: meas@entrust-ed.co.uk

Family Support:

The Racial Equality Council (East Staffs)
Tel: 01283 563600

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	✓
	Local Academy Council	✓	Parents	✓	General Public	✓

Appendix 3

GUIDELINES FOR DEALING WITH THE PERPETRATORS OF A RACIST INCIDENT

1. **Draw the perpetrator to one side** – explain clearly and calmly why the behaviour was wrong and hurtful/or offensive.
2. **Do they understand?** – seek assurance that they do understand why the behaviour was wrong and that it will not be repeated.
3. **A restorative circle will take place**– where the pupil may apologise (it may be useful to use the phrase ‘How can you put things right? Or how can you make X feel better?’) and solutions will be agreed.
4. **Investigate** – look into the background/circumstances that led to the incident.
5. **Record the incident** – use the form and send it to the Headteacher. If it is a repeated offence by this child use the normal behaviour policy procedures of sending to a further member of the behaviour team and alert them to the facts of the incident.
6. **Contact Parents**
7. **Sanctions** – if appropriate use positive strategies e.g. set up a meeting with them to discuss further the nature of racism and why it is totally inappropriate. In this way, the pupil will be encouraged to overcome their prejudice and desist from engaging in similar behaviour in the future. Otherwise, the incident will require a detention and a letter of apology. Senior Leadership will be informed of dinnertime detentions and will take action if the child offends again.
8. **Physical assault** – in serious incidents involving physical assault the school will complete the violence and aggression form and follow the guidance given.

LGCS Policy	LGCS Race Relations Policy					
Approved by	LAC	Issue Date	Oct 2023	Review Date	Sept 2026	
Audience	Trustees		Staff	✓	Pupils	✓
	Local Academy Council	✓	Parents	✓	General Public	✓

Appendix 4

GUIDELINES FOR FOLLOWING UP A RACIST INCIDENT

It is often helpful, once the immediate situation has been dealt with, for staff to reflect on the incident, to consider what further action may be necessary in respect of the perpetrator and victim and to see if there are any lessons to be learned from the experience.

Suggested Action:

- **Monitoring the behaviour of the perpetrator.**
- **Considering the actions of the perpetrator** – are there underlying causes which may have made them behave in this way?
- **A ‘protective eye’** – ask staff to keep an eye on known victim(s) of racism and take positive steps to build up their trust to encourage them to report any further incidents.
- **Be alert** – Staff to be on the alert for pupils who may be suffering in silence.
- **Monitoring Patterns** – Leadership will be analysing the data regarding racist incidents termly. They will be looking for any patterns which may emerge regarding places where the incidents occur, times, victims and perpetrators. This information will help the school to devise new strategies to tackle the issues.
- **Involving the wider school community** – If necessary, assembly time to be used to discuss recent events. This will need to be done carefully so as not to ‘expose’ victims in embarrassing or uncomfortable ways.