



OBHS RACE EQUALITY POLICY

The promotion of Racial Equality is central to the philosophy and practice of Old Buckenham High School, in line with our 'Equal Opportunities Policy.

At OBHS we aim to:

- ◆ Meet the needs of all our pupils, encourage them to achieve their full potential, and raise educational standards.
- ◆ Take specific action to tackle any differences between racial groups in their attainment levels and progress, in the use of disciplinary measures against them, in admissions or in assessment.
- ◆ Create a positive, inclusive atmosphere amongst all members of the School community, based on respect for people's differences, and show commitment to challenging and preventing racism and discrimination.
- ◆ Prepare our pupils to be full citizens in today's multi-ethnic society.
- ◆ Ensure that as far as possible, member of our staff and working community are representative of the community we serve and of our multi-ethnic community.
- ◆ Make full use of the skills and knowledge of people from different racial groups (for example, in the classroom or as members of the governing body.)
- ◆ Ensure that any teaching material used promotes positive attitudes towards racial equality and different ethnic groups, their culture, values, history, etc.
- ◆ Take opportunities, whenever possible, to include educational experiences promoting racial harmony, equality and positive views of different groups and cultures.
- ◆ Confront, in the classroom, issues of prejudice or stereotyping, both directly through the curriculum, or indirectly through attitudes of staff and pupils.
- ◆ Celebrate the diversity of our population and encourage our pupils to consider and value their own identities as well as those of others.
- ◆ Take appropriate action through the agreed procedures and strategies, should any incident of racial prejudice occur.



ACTION TO BE TAKEN IN THE EVENT OF ANY RACIAL ABUSE OR PREJUDICE BEING SHOWN

Definition - "A Racist Incident is any incident which is perceived to be racist by the victim or any other person." (MacPherson Report 1999). Within School, these might include racist name-calling, racist bullying, graffiti, slogans, overheard comments, etc.

1. The incident must be reported to the teacher designated to take responsibility for incidents of this nature. The incident must be recorded in writing on a Pastoral Memo.
2. The incident will be recorded on a Record of Racist Incident sheet and kept in a confidential file on the MIS.
3. The incident will be reported to the LEA and the Chairman of Governors by the Headteacher on the appropriate form.
4. The victim of the racist incident will receive understanding and support from an appropriate adult (e.g. Designated Teacher, Head of House or Form Tutor).
5. Those involved in the incident will be dealt with appropriately, with the aim of educating, repairing damage and building a better understanding and more caring atmosphere. Sanctions may be appropriate. If necessary an action plan will be created to address the behaviour and challenge attitudes.
6. Parents of those involved will be informed.
7. The situation will be monitored by Pastoral staff.

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