



HARVINGTON PREP SCHOOL

EQUAL OPPORTUNITIES POLICY

Harvington Prep School stands against racism and all forms of discrimination on the grounds of ethnic origin, religion, gender or disability.

At Harvington Prep School we celebrate the fact that we are living in a wide multicultural and multiracial society. We recognise, however, that we are subject to various attitudes towards minority groups, and also certain images of these groups portrayed by the media. We stand against racism and all forms of discrimination on the grounds of ethnic origin, religion, gender or disability.

We understand that we have a statutory duty to promote racial equality. (The Race Relations Act 1976 [as amended by the Race Relations [Amended] Act 2000.]) We aim to promote equality of opportunity, promote good race relations between people of different racial groups and eliminate unlawful racial discrimination.

We use the definition from The Race Relations Act 1976 of racism as direct and indirect discrimination and victimisation, and it outlaws racial discrimination in employment, training, education, housing, public appointments and provision of goods, facilities and services.

Our governors have a statutory duty to:

- Ensure the implementation of this policy.
- Assess its impact on students, staff and parents of different racial groups, including, in particular, the impact on attainment levels of such students.
- Monitor, by reference to its impact on such students, staff and parents, the operation of the policy, including, in particular, the impact on the attainment of such students.
- Ensure consultation on this policy of members of the school community.

OUR AIMS

- to promote justice, equality of opportunity and fair treatment for all and thereby allow all pupils and staff, irrespective of their ethnic origin, to achieve the level of success and self respect which they deserve, whilst retaining their cultural identity
- to provide a safe and welcoming place for all members and visitors of the school where racist assumptions, attitudes and behaviour are continually challenged
- to prepare our pupils for living in a complex multicultural society and to contribute towards imparting a sense of global citizenship in the pupils

- to adopt the view that cultural diversity is a positive advantage as exemplified, for instance, in the sharing of pupils' own experiences of festivals, food, dress etc.
- to instil in us all an awareness of racism and to establish an environment where school becomes effective in reducing prejudice and raising self-esteem
- to avoid reinforcing stereotypical views of society by careful use of language and choice of resources
- to promote an understanding of a variety of cultures, valuing the positive contribution these make to the community, e.g. pupils and staff should understand the differences in dress, hairstyles and diet. We welcome the involvement of parents, e.g. attending assemblies on relevant issues, cooking foods from a variety of cultures at social occasions etc.
- to provide a curriculum which emphasises the positive aspects of all cultures and to give children the confidence that racism can and must be eradicated
- to ensure that the effectiveness in providing an appropriate curriculum for all ethnic groups is monitored and evaluated
- all teachers will continually review their schemes of work in the light of this policy with respect to content, methodology, aims and resources
- to ensure that resources are used to promote a greater understanding of cultural diversity and racial equality and that they are available, and are used, to meet the specific needs of students from different ethnic groups
- to provide clear guidelines for staff in dealing promptly, firmly and consistently with racist incidents and racial harassment
- to use self-evaluation and whole school discussion to assess the implementation of this policy
- to ensure that the admission process is fair and equitable to students from all ethnic backgrounds
- to respect children and staff's rights to miss school on certain occasions for religious observance
- to take every possible step to overcome possible obstacles in communication, for example, parents who speak little or no English, parents who have not been educated within the British education system, parents of traveller children
- to ensure that recruitment and selection procedures are consistent with the statutory race relations Code of Practice in employment

ACTION TO BE TAKEN WHEN RACIST BEHAVIOUR IS SUSPECTED

If racism is suspected we talk to the suspected victim, the suspected racist and any witnesses. If any degree of racism is identified, the following action will be taken:

Help, support and guidance will be given as is appropriate to both the victims and the racists:

We support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher and/or the Head of Pastoral Care
- informing the victims' parents/guardians
- by offering continuing support when they feel they need it
- arranging, if appropriate, for them to be escorted to and from the school premises
- by taking one or more of the seven disciplinary steps described below to prevent more racism

We also discipline, yet try to help the **racists** in the following ways:

- by talking about what happened, to discover why they became involved
- informing the racists' parents/guardian
- by continuing to work with the racists in order to get rid of prejudiced attitudes as far as possible
- by taking one or more of the seven disciplinary steps described below to prevent more racism

DISCIPLINARY STEPS

- 1 The racists will be warned officially to stop offending
- 2 Their parents/guardians will be informed
- 3 They may be excluded from certain areas of the school premises at break and/or lunch times
- 4 We may arrange for them to be escorted to and from the school premises
- 5 If they do not stop the racist behaviour, they will be suspended for a minor fixed period (one or two days)
- 6 If they then continue, they will be recommended for suspension for a major fixed period (up to five days) or an indefinite period
- 7 If they will not end such behaviour, they will be recommended for permanent exclusion (expulsion)

Racist behaviour is recorded in the Record of Serious Disciplinary Behaviour log held by the headmistress

Updated March 2021

GLOSSARY OF TERMS

Black

Black is sometimes used as a general term for people of African, Caribbean, South Asian and other Asian origin. Black is also one of the ethnic monitoring categories used in the census. It includes Caribbean, Africans and others who wish to describe themselves as Black.

Ethnicity

Ethnicity refers to a person's identification with a group that shares some or all of the same culture, lifestyle, language, religion, nationality, geographical region and history. Everybody belongs to an ethnic group, including, for example, the English, Irish, Scottish and Welsh.

Ethnic monitoring

The process of collecting and comparing data by ethnic group. In the school environment, ethnic monitoring might cover attainment and progress, recruitment and promotion, behaviour, discipline and exclusion, attendance, involvement in activities and use of services, and parental involvement in the school

Indirect racial discrimination

This means that:

- A rule or condition which is applied to everyone can be met by a considerably smaller proportion of people from a particular racial group
- The rule is to their disadvantage
- The condition or rule cannot be justified on non-racial grounds

All three conditions must apply

'Institutional racism'

The Stephen Lawrence Inquiry Report defines institutional racism as:

'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.'

Multiculturalism

Multiculturalism is about recognising the value and importance of diverse cultures, and treating people from different ethnic and cultural backgrounds as one's equals.

Parent

The term 'parent' is used to include those who have parental responsibilities, including the local authority.

Race

A term used to describe a class of people distinguished by their skin colour and physical characteristics.

Racial Group

The Race Relations Act 1976 defines 'racial group' by race, colour, nationality (including citizenship) and ethnic or natural origin.

Racial harassment

The CRE defines racial harassment as 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.

Racial prejudice

Prejudice involves prejudging people on the basis of false assumptions or inadequate evidence. Racial prejudice, which is usually negative, involves holding opinions or attitudes about people because of their racial or ethnic origin, based on false assumptions or inadequate evidence.

Racial stereotyping

Racial stereotyping involves categorising a racial group based on knowledge or experience of the actions or behaviour of a few people from that particular racial group. It can be seen in views that certain racial groups are 'good at sport' or 'keep themselves to themselves'.

Racism

The Stephen Lawrence Inquiry Report defines racism as:

'...conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form.'

Using this definition, Black, White or Asian people may be victims of racism. This definition of racism is consistent with the Race Relations Act. Some groups of people (for example, Black people, Asians, Gypsies and asylum seekers) are much more likely to suffer racism.

Racist incident

A racist incident is an incident which is perceived to be racist by the victim or any other person.

Travellers

Travellers refer to people who are traditionally nomadic, although they may now be living in houses or on permanent sites. The term covers Gypsies (who are recognised as a racial group under the Race Relations Act), Bargees, circus people and New Age Travellers.

Victimisation

This means victimising someone because they have:

- Made a complaint of racial discrimination, or are thought to have done so
- Supported someone else who has made a complaint of racial discrimination.

LANGUAGE

At Harvington Prep, we are very conscious of the importance, relevance and significance of the use of language, both spoken and written, in the context of inclusion and equal opportunities.