

B O U R T O N M E A D O W
S C H O O L

P O L I C Y D O C U M E N T

R A C I A L E Q U A L I T Y

S E P T E M B E R 2 0 0 9

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RACIAL EQUALITY

Bourton Meadow is largely mono-cultural. Only a small number of children from diverse ethnic groups attend the school.

All children and adults, regardless of race or culture, are valued equally and our teaching and learning policy emphasises inclusivity and stresses the importance of understanding individual learning styles.

VALUING AND CELEBRATING DIVERSITY THROUGH THE CURRICULUM

At Bourton Meadow we will take every opportunity to celebrate the diverse cultures represented in Britain. Through our Creative curriculum children will learn about, understand and begin to appreciate the richness of other cultures. The range of trips and visitors and community links will be planned so that children can have first hand knowledge of and interaction with children and adults from a range of cultural backgrounds, including those represented within our own school.

The citizenship programme offers further opportunities for children to explore issues of racial awareness and school council will discuss issues in their meetings.

MONITORING ATTAINMENT

Attainment of all groups including children from ethnic minorities is carefully monitored through data collection on assessment and individual tracking sheets.

Behaviour incidents are recorded and monitored as are exclusions (though these are very infrequent).

RACIAL INCIDENTS

Racial incidents of any kind at lunchtimes are recorded on the red card, which means automatic report to the Headteacher. All racist incidents are recorded and teachers understand their role in challenging racism of any kind.

The philosophy sessions for children raise awareness and help children understand that we all must challenge racism at Bourton Meadow.

If a racist incident occurs:

- The Lunchtime Supervisors and Playleaders will immediately report it to the Headteacher or Senior staff.

Teachers will:

- Express disapproval and support the child;
- Report the incident to the Headteacher;
- Discuss the values we hold at Bourton Meadow.

The Headteacher will:

- Identify the racist behaviour;
- Notify the parents of all parties;
- Consider any further action;
- Report the matter to the Governors and LEA;
- Follow up with all children concerned.

The Headteacher will maintain the records in the incident book.

WHAT IS A RACIST INCIDENT ?

The inquiry into the murder of Stephen Lawrence defined it as “... any incident which is perceived to be racist by the victim or any other person”.

TYPES OF INDICENT WHICH MAY OCCUR IN SCHOOL

- Verbal abuse/threatening behaviour;
- Racist comments;
- Physical Assault;
- Damage to a child’s property;
- Racist graffiti;
- Discriminating behaviour;
- Incitement of others to behave in a racist manner.

MONITORING RACIAL INCIDENTS

Racial incidents will be monitored using the Racial Incidents Monitoring Sheet taken from Guidance for Schools published by the LEA. These sheets are to be submitted termly to the Advisor for Diversity by the headteacher. (see attached sample sheet)

To be sent to: Adviser for Diversity

RACIST INCIDENT MONITORING SHEET

School Year

Please enter number of incidents in each category in the relevant box below.

Category of Incident

Record of Incidents

	Term 1	Term 2	Term 3
I. Verbal abuse and threatening behaviour			
II. Racist comments and ridicule of culture			
III. Physical assault			
IV. Damage to property (racially motivated)			
V. Racist graffiti			
VI. Discriminatory behaviour and refusal to co-operate with other people due to their ethnic origin.			
VII. Incitement to others to behave in a racist way including wearing racist badges or Insignia attempts to recruit to racist organisations, bringing racist materials into school and distributing such materials.			
VIII. Other (please specify)			

No. of incidents reported to police:

ANALYSIS OF INCIDENTS

1. Numbers of incidents involving

- a) Pupils/pupils
- b) Pupil/staff
- c) Staff/pupils
- d) Staff/staff
- e) Parents
- f) parent/child
- g) parents/staff
- h) visitors to school

ANALYSIS OF INCIDENTS

2. Number of incidents

- a) in the classroom
- b) in the playground
- c) outside the school
- d) in the public areas
e.g. dining areas, corridor

3. Number of pupils excluded as a result of racist incidents:

- a) fixed term
- b) permanent

GUIDANCE FOR SCHOOLS

BUCKINGHAMSHIRE COUNTY COUNCIL