



### Context

At Kineton High School our mission is to be a leader in learning, achieving excellence in all we do. We believe that continuous improvement and high expectations will be sustained by a culture which:

- is challenging, supportive and inclusive
- delivers top quality learning experiences
- develops responsibility and commitment
- celebrates and rewards effort, progress and achievement at all levels
- reaches out to the wider community
- recognises individuality within a vibrant community
- inspires all to maximise their progress

Kineton High School's Mission Statement is a clear statement concerning our inclusivity, and therefore by implication our commitment to racial equality:

We are therefore determined to work to eradicate racial and religious discrimination, inequality and harassment in our community and further develop a positive, inclusive, celebratory approach to racial, religious and ethnic diversity.

### Definitions

The definition of a racist incident is "any incident which is perceived to be racist by the victim or any other person". (MacPherson Report) "A religious incident is where any religion or faith is a factor in the way that people are treated" Racial harassment is any hostile or offensive action against individuals or groups because of their skin colour, ethnic origins, religion, nationality or cultural background.

### Aims

- Kineton High School is committed to creating an environment which is free of racial and religious discrimination and harassment, so that all staff and students, no matter what their racial origin, religion or ethnic group, can thrive, and visitors respected.
- The school is determined to tackle racial and religious prejudice amongst all members of its community.
- We aim to create an inclusive environment in which everyone feels confident that they will be treated equitably, no matter what their race, religion or ethnic group.
- The school acknowledges that in an institution which is overwhelmingly white, there is an important issue of informing and educating students and staff about living in a multicultural society, the benefits of such diversity, and challenging ignorance and prejudice which can be latent and hidden. At Kineton High School we aim to develop a wider curriculum that will counterbalance such views, and promote a positive attitude towards people of different ethnic and religious backgrounds.
- For the school to meet its statutory duty under the Race Relations Amendment Act 2000 to tackle discrimination, to promote equality of opportunity and to promote good race relations. (See also the school's Equal Opportunities Policy)

The school is determined to tackle racial and religious prejudice and discrimination. It is recognised that tackling racial and religious discrimination, promoting equality of opportunity and promoting good race relations requires a whole school approach, and the school will therefore work towards achieving these aims in the following ways:

## **Staff**

- Ensuring that issues of race or religion play no part in external or internal appointments/promotions, amongst teaching and support staff. (See also the school's Equal Opportunities and Pay policies).
- Monitoring of applications, interviewed candidates, successful candidates will be undertaken to ensure that no patterns emerge which could have their origins in racial inequality, and which the school has some control over.
- Ensuring that all staff, no matter what their racial, religious or ethnic grouping, enjoy equal opportunities in terms of professional development, performance review, and appropriate resources. Careful monitoring of such areas will be regularly undertaken. (See also the school's Equal Opportunities policy).
- Clearly signposting that incidence of racial or religious harassment, prejudice and inequality between staff, will be treated seriously and in line with LEA guidelines and relevant legislation.

## **Students**

- Kington High School will follow the LEA and Governing Body Admission Policies that do not permit gender, race, colour, sexual orientation or disability to be used as criteria for admission.
- Ensuring that all students are given equal access to the resources and opportunities the school offers. (See also the school's Equal Opportunities policy).
- Ensuring that bullying of a racial or religious nature is treated as seriously as other types of bullying, including physical assault, derogatory name calling and graffiti. (See also the school's Anti - Bullying policy).
- Monitoring of student progress will include the relative progress and achievement of different ethnic groups within the school, in the same way as gender is an important issue in student progress and achievement.
- Undertaking that school traditions, assemblies, school meals, school uniform and extra curricular activities, do not discriminate, unconsciously or otherwise, against racial or religious groups.
- Racist organisations and insignia will not be tolerated.
- Work to develop a curriculum, and curriculum resources, which are non racial and provide opportunities to celebrate the positive contributions made by many groups to Britain's and the wider world's, culture and achievements. Citizenship will clearly play an essential role in this area. As subject areas regularly review their Schemes of Work, they will take this dimension into account. In this context positive role models from the community will be encouraged to share their experiences and expertise.
- Work to ensure that the "hidden curriculum" encourages racial and religious toleration and understanding eg displays in classrooms and corridors, fiction books and magazines in the Library, and the choice of school dramatic productions.
- The school undertakes to monitor incidents/complaints of a racial/religious nature so as to provide hard evidence of its commitment to deal with racial/religious discrimination and harassment, and the success of its strategies. Such incidents include: physical assault against a person or group because of colour/ethnicity/ background/religion; verbal abuse; encouragement of others to behave in a racist way; ridicule of an individual for cultural differences; racist graffiti; wearing racist badges or insignia; bringing racist materials into schools such as leaflets, comics or magazines or accessing racist materials on the internet; racist comments in the course of discussions in lessons; attempts to recruit racial groups; refusal to cooperate with people because of their race, colour, ethnicity, religion or language.
- The continuous development of the House System, the awards assemblies and more informal methods of celebrating achievement, will be used to celebrate the successes and achievements of all students.

## **Response to racist or religious harassment**

If a student is being racially/religiously harassed teachers should

- Challenge behaviour which is causing offence
- Listen to all the people involved in the incident

- Ask all those involved to write a written statement about the incident
- Refer the incident to the Assistant Headteacher for PDWB/CSG for consideration under the Behaviour Management Policy
- The information will be shared with the Deputy Headteacher who will record the incident in the school's racial harassment log and a completed form passed to the Local Authority
- Parents of both the perpetrator and the victim will be informed of the nature of the incident and the action that has been taken. It may be necessary to meet with parents of all students to explain our expectations further.

### **Religion and culture**

Some of our students come from diverse backgrounds. Some have no religious faith, others are committed to a greater or lesser extent to a range of religious faiths. We seek to promote an ethos of tolerance based on understanding of, and respect for, the beliefs and practices of others. Our RE and Citizenship curriculum promote positive understanding of other's religious beliefs and values and is a compulsory part of the KS4 curriculum leading to a GCSE qualification. (Short Course)

We will respect the religious beliefs and practices of staff, students and parents and comply with reasonable requests relating to religious observance and practice. Linguistic diversity will be viewed positively. All students and staff must feel that their natural, first language is valued.

### **Monitoring and Review**

All staff are responsible for implementing and monitoring this policy in our school.

The Deputy Headteacher and Student Governor Committee will review this policy to

- ensure our employment practice is legal and fair to all
- ensure our students with ethnic, religious or cultural diversity access and participate in the school curriculum;
- analyse the examination performance of our learners from different ethnic and cultural backgrounds through the annual REAP process
- analyse attendance and exclusion data of our learners from different ethnic and cultural backgrounds
- analyse the achievement and participation of our learners from different ethnic and cultural backgrounds
- analyse the views of parents and other community groups from different ethnic and cultural backgrounds

Agreed January 2010  
Review 2013