

Billinghay Church of England Primary School
A WHOLE SCHOOL POLICY FOR RACE EQUALITY
September 2024

Believe to achieve, empowering a community of hope and aspiration.

‘Ask and it shall be given, seek and you will find, knock and the door will be opened.’
Matthew 7.7 ensures our community knows that with hard work, determination and God's help they can open doors to a brighter future.

We are inspired by the life of St Thomas and like him we are on a journey with our values supporting us as we travel. Our pupils will have the courage to challenge and ask questions with curiosity. St Thomas empowers us to learn from past and current events to be able to shine bright with hope and raise our aspirations to go out and change the world.

Our Vision statement:

Working together to raise aspirations, empowering a community of hope. We seek to develop resilient, curious and creative minds, inspiring everyone to shine bright and be positive members within our church school community.

We promote a culture of mutual respect between all the people who work in or visit our school. We aim to create an inclusive curriculum creating a culture where everyone can shine bright living well in their own skin and be happy for others. Our school is a place where everyone is able to flourish within a culture of love that accepts and forgives.

We involve our community in understanding and implementing expectations and systems to encourage this, and to act consistently and vigilantly within agreed guidelines. We work towards creating an environment in which all can achieve and shine brightly. Every person in our school is to be revered and respected as a member of a community where all are known and loved by God. By doing this we will create an environment which maximises the potential of everyone, ensuring they are resilient, curious, creative and aspirational for the future.

As a Church of England School, we have at our heart a belief that all everyone is loved by God, are individually unique and that we aim to express God's love by ensuring we offer a safe and welcoming place for all God's children. Everyone at Billinghay Church of England Primary School should be able to grow freely and be comfortable and confident within their own skins without fear or prejudice. We at Billinghay Church of England Primary School have a mission to help each person to fulfil their potential in all aspects of their personhood: physically, academically, socially, morally and spiritually. We have a duty to try to remove any factor that might represent a hindrance to a fulfilment. Our core purpose as a Church School is to maximise the learning potential of everyone within the love of God.

1. Introduction and Definition

This policy sets out the procedures which Billinghay Church of England Primary School will follow with regard to issues of Racial Equality.

A racist 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 question of whether a perpetrator's motive was racist or not. It is rather to ensure that investigations take full account of the possibility of a racist dimension to the incident. All incidents which may be

perceived as racist will be reported, recorded, investigated and followed up with appropriate actions. Further to this the Stephen Lawrence Inquiry Report defines racism as conduct or words which advantage or disadvantage people because of their skin colour, culture or ethnic origin. Every single person can be a victim of racism and within school we recognise racist incidents could potentially involve any member of the school community: teachers; non teaching members of staff; governors; visitors; pupils; contractors; parents and carers may all suffer the effects of, or regrettably be the cause of racist behaviour.

We will not tolerate any discrimination based on a person's religion or belief, including philosophical beliefs. Any behaviour or use of language which incites racism, targets or intimidates members of ethnic or religious communities, including jewish communities (antisemitism), muslim communities or any other protected group, is unacceptable conduct.

2. Context Statement

Our school is located in rural Lincolnshire. Pupils come from a wide range of backgrounds. The school is set in an area with predominantly white British ethnicity with only a small percentage of children coming from ethnic minority backgrounds. The specific challenges to the school and the community in relation to racial equality are, therefore, particularly important.

3. Aims and Values

Billingham Church of England Primary School fully acknowledges its role in preparing pupils for adult life in a society that is culturally and ethnically diverse. To this end we are committed to:

- Establishing an inclusive ethos, promoting equality of opportunity, valuing each member of the school community equally, promoting good relationships between members of different racial, cultural and religious groups and communities, treating every member of the school community with fairness and being clearly articulate about behaviour policies.
- Having school Christian values which make it clear to each individual that equality is valued.
- The school celebrates achievements, both of individuals and groups, so that all pupils and parents/carers feel they can participate in and contribute to the life of the school.
- Have clear and consistent standards established as to how all members of the school community are expected to behave towards each other.
- Eliminating unlawful racial discrimination.
- Delivering a curriculum which explores a rich diversity of cultures and which promotes preparation for and appreciation of life in modern Britain and promoting British values.
- Building self esteem and confidence of our pupils.
- Removing or minimizing barriers to learning so that all pupils can achieve.
- Ensuring that ALL members of the school community (teachers, non-teaching staff, governors, pupils, parents and other adults) understand that they have a responsibility to foster and preserve a climate where racism and discrimination is regarded as unacceptable.
- Making pupils and staff confident to challenge racist behaviour.

4. The Legal Context

The Equality Act 2010 replaced all previous equality legislation and applies to all schools. There are some exceptions which are not covered by the Act such as the content of the curriculum and collective worship.

5. Promoting Race Equality through Teaching & Learning/Curriculum

In order to provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement, teaching and learning will:

- Ensure equality of access for all pupils, and prepare them for life in a society of diverse cultures;
- Use materials that reflect a range of cultural backgrounds, learning styles and linguistic needs without stereotyping including the physical environment and visual materials (for example, displays, library materials and resources) demonstrate to pupils that a range of cultures, ethnic groups and religions are positively valued;
- Develop global dimensions of the curriculum which value all peoples' contributions to world culture and encourage pupils to critically address issues of world development;
- Involve people from diverse and varied backgrounds to assist in the delivery of the curriculum by inviting visitors to the school who can demonstrate and share their skills and knowledge including providing a variety of multi-cultural experiences through our cross-curricular topics;
- Call attention to other points of view and encourage pupils to listen to each other's opinions in a positive manner;
- Challenge racial discrimination and stereotyping and teach pupils how to recognise bias;
- Provide opportunities for pupils to maintain links and celebrate their own culture, while at the same time appreciating and celebrating the diversity of other cultures;
- Employ a range of styles, including collaborative learning, so that pupils can learn to value working together;
- Provide education visits and extra-curricular activities that reflect all groupings among our pupils;
- Take account of the performance of all pupils when planning for future learning and setting challenging targets;
- Provide opportunities to study the religious beliefs of others through the Lincolnshire County Council Agreed Syllabus for RE;
- Use stories, poems, songs, art and music from a variety of cultures and faiths and use real life situations to challenge racism;
- Include classroom materials which pay due regard to the sensitivities of all members of the class and is not racist (or sexist) in nature;

6. Responding to Racist Incidents

- Any incident which is perceived to be racist by the victim or any other person (however minor they may appear) will be reported, recorded, investigated and followed up with appropriate actions. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, physical intimidation, verbal abuse, racist graffiti, written comments/drawings (not graffiti), insensitive/inappropriate remarks/comments/jokes, abuse of/damage to personal property, non cooperation/disrespect/ostracism, other incidents inc bringing racist material such as leaflets and comics into school or attempting to recruit others to racist groups (this can extend to the distribution of racist literature or posters in the community) on account of another pupil's or adult's ethnicity.
- We recognise that racist incidents may not have a specific target or victim and may include telling racist jokes, chanting, writing graffiti etc about a group based on biased or prejudicial attitudes.
- Please see Appendix 1 for a flow chart highlighting how school will respond to Racist Incidents.
- In accordance with LCC Guidance there are 2 types of incidents; 'low level, daily occurrences' and those of a more 'serious and/or persistent' nature. The Headteacher in our school or in his absence the Assistant Headteacher will use his/her professional

judgement to determine which of these the incident represents. If there is any doubt then the school will contact the Ethnic Minority and Traveller Service.

- Low level, day to day occurrences are dealt with by the school. All incidents are recorded on form RI1 (see appendix 2) and are logged in school and a copy is sent to the School Liaison Officer at Lincolnshire County Council if the allegation is substantiated.
- The school will pass on information about serious and/or persistent incidents or perpetrators to the police and will always advise the police of racist incidents that are categorised as crimes. In addition, where incidents raise concerns about extremist views and/or radicalisation we will follow our Prevent Policy guidance. The school will also inform the School Liaison Officer at LCC of any serious and/or persistent incidents or perpetrators.
- Governors are regularly informed of the number and nature of racist incidents and actions taken to deal with them. Any report will not contain details through which individuals can be identified.
- Victims of racism and racial harassment will be supported by the school and, where appropriate, we will seek the support of external agencies.

Substantiated racist incidents

- If the details and nature of the incident are substantiated, the school will need to take appropriate actions in respect of both victim and perpetrator. Actions will vary depending on the seriousness of the incident, the degree of intent to cause offence, the impact on the victim and whether the victim and perpetrator are pupils, members of staff, other members of the school community, or members of the wider community. Further guidance on the range of appropriate actions is provided in Section 7 of the LCC document.
- We note that it is particularly important to inform the alleged victim and their parents/ carers of the outcome of the investigation and any actions taken to prevent a recurrence of the incident.

Unsubstantiated reports

- The outcome of the investigation may be that a racist incident cannot be proved to have taken place. This outcome should be carefully explained to the alleged victim (and/or the person making the complaint where an incident is reported by someone other than an alleged victim). If the alleged victim/person making the complaint is not satisfied with this outcome to an investigation, he/she should be advised of the school complaints procedure.

7. Confidentiality

- In line with the Data Protection Act 1998, all completed forms and other records or written information relating to racist incidents should be treated as confidential and kept securely.
- Where records relate to low level occurrences by pupils, records should be kept until the relevant pupils leave the school. Where records relate to serious and/or persistent incidents, we will keep records until all of the pupils involved reach the age of 25. Information regarding serious and/or persistent incidents should remain on individual pupil files, transferring with them from school to school.
- Details of incidents involving teachers, support staff, governors and parents / carers should be kept until their active involvement with the school ends. However, where a serious allegation is made against a member of staff, schools should retain records until the member of staff reaches retirement age or for ten years from the date of the allegation, if that is longer.

8. Admission, Attendance, Discipline and Exclusions

- The school is committed to ensuring that all processes are fairly applied.
- If ethnic discrepancies in attendance or exclusions become apparent then this will be addressed to discover causes and to seek positive ways forward.

9. Documentation

- This policy has been written in accordance with the Lincolnshire County Council 'Dealing with and Reporting Racist Incidents in Schools' Guidance for Schools in Lincolnshire document March 2016.

10. Review

- The Headteacher and staff will review this policy in Term 1 2026. Any suggested amendments will be presented to the Governors for discussion at their first meeting of Term 2 2026.

