



THE FULHAM BOYS SCHOOL

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Revisions Table

<i>Version</i>	<i>Date</i>	<i>Description of Change</i>
Summer 2020	n/a	no changes

The master copy of this document can be found on the FBS Google Drive, under the "Policies" folder. This is one of a number of policies that are reviewed by the Governing Body, the full list can be found on the FBS Google Drive in the Policies Folder. Minor revisions that just adjust factual items (eg contact details / names) can be made by the author without formal review, and must be recorded in the Revisions table above. Revisions table front sheet was added to all policies Summer 2018.



RACE EQUALITY POLICY

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1. INTRODUCTION

This Policy will be interpreted in line with the Christian values and ethos of the school and must be read consistently with all other material policies of the School. For the purposes of all School policies please refer to the definitions guide (not all defined terms will be material to all policies or the procedures authorised by the governing body under it).

- 1.1 The Fulham Boys School is aware of its responsibility for the promotion of racial harmony and understanding.
- 1.2 The School recognises that direct and indirect racial discrimination may occur and therefore understands the need for a positive and effective Race Equality Policy.
- 1.3 The purpose of this policy is to set out the School's commitment to Race Equality and the desire to offer equal opportunity, particularly to the boys who come in to its care, but also to staff and all those with whom it has any dealings.
- 1.4 Central to our Race Equality Policy are the Christian principles upon which our school is built.
- 1.5 The School believes our boys will benefit socially and educationally from an environment where there is no racial harassment or prejudice.
- 1.6 The School is committed to creating a positive climate that will enable everyone to work free from intimidation and harassment and to achieve their full potential and will therefore:
 - 1.6.1 use all the powers and resources at its disposal to eliminate racial incidents
 - 1.6.2 ensure that any complaint of racial harassment is promptly investigated and that everyone is aware of their responsibility and the procedures to challenge and report it when it occurs
 - 1.6.3 work with parents, guardians, communities and other agencies to ensure that it is clearly understood that racial harassment is unacceptable.
- 1.7 The School acknowledges that repeated racist incidents or a single serious incident may lead to consideration under safeguarding / child protection procedures.
- 1.8 The policy is formed around the statutory guidelines and legislation found in The Equality Act 2010. This Act came into force on October 2010 and brought together several key pieces of separate legislation in to a single Act, including The Race Relations Act 1976. This now provides the legal framework to protect the rights of individuals and to advance equality of opportunity for all.

1.9 This policy should be read in conjunction with The Fulham Boys School Anti-Bullying policy, The Fulham Boys School Behaviour and Exclusion policy and Equal Opportunities Policy.

2. WHAT WE MEAN BY RACISM AND RACIAL HARASSMENT

2.1 Not every incident between boys of different ethnic origin is racist.

2.2 A useful working definition is that racial harassment is an incident which is perceived by the victim (or an observer) as harassment directed towards them by virtue of their racial group, nationality or religion.

2.3 Many people confuse racial harassment incidents with bullying, but racial harassment is much more than another form of bullying, as it is not only an attack on the individual but the whole community to which he belongs because of skin colour, culture or religion.

2.4 Racial Harassment:

2.4.1 demonstrates contempt towards the victim and expresses lack of empathy between human beings

2.4.2 causes physical and psychological injury to victims and hinders learning and development

2.4.3 destroys healthy social relations and harmony within institutions

2.4.4 leads to intimidation and lack of confidence and is likely to adversely affect the pupil's quality of education and life

2.4.5 may lead to conflict between groups of children or even parents

2.5 A wide variety of incidents within a school context can be racially motivated and call for an immediate response. These are:

2.5.1 physical assault against a person or group because of colour and/or ethnicity

2.5.2 racist graffiti

2.5.3 racist posts on social media

2.5.4 wearing racist badges or insignia

2.5.5 bringing racist materials such as leaflets, comics or magazines to schools

2.5.6 inciting others to inflict racial harassment

2.5.7 racist comments in the classroom and around the school

2.5.8 ridicule of an individual for cultural differences

2.5.9 all racist name calling in school that disparages:

2.5.9.1 an ethnic group

2.5.9.2 physical features of an ethnic group

2.5.9.3 customs of an ethnic group (eg food, language, clothes)

3. PROCEDURES FOR DEALING WITH INCIDENTS

3.1 All procedures and strategies should be carried out with the aim of not only correcting the perpetrator/s but also demonstrating support for the victim/s.

3.2 *Incidents between boys:*

- 3.2.1 Interview those involved to verify the facts.
- 3.2.2 Firmly explain the wrong done (with or without punishment) in line with the school code and gravity of the incident. It should be made clear that racial harassment is incompatible with the Christian ethos of the school and will not be tolerated.
- 3.2.3 Inform the parent(s)/guardian(s) by letter as well as asking to interview them as appropriate.
- 3.2.4 Involve a senior member of staff, the Headmaster or Governing Body to mark the seriousness of the incident as appropriate.
- 3.2.5 In the case of physical assault, report to the Headmaster then follow the normal behaviour procedures that stress the gravity of the offence (see Behaviour and Exclusion Policy).
- 3.2.6 In the case of serious assault, the victim(s) and parent(s) should be informed of their right to notify the police and support in doing this be offered.

3.3 *Incidents involving Staff Member to Pupil:*

- 3.3.1 The boy and/or boy's parent(s)/guardian(s) should be offered an interview with the Headmaster, or member of the Senior Leadership Team or Head of House who will then verify the facts and inform the Headmaster.
- 3.3.2 The staff member concerned should be interviewed by the Headmaster in the presence of the teacher's union representative or friend, as appropriate.
- 3.3.3 At the interview it should be clearly stated that racial harassment is incompatible with the Christian ethos of the school and will not be tolerated.
- 3.3.4 A complaint of racial harassment for which there is prima facie evidence should be pursued in exact accordance with the School's agreed Disciplinary Procedures.
- 3.3.5 In the case of serious assault, the boy(s) and their parent(s)/guardian(s) should be informed of their right to notify the police and support in doing this is offered.
- 3.3.6 Where the complaint is against the Headmaster, the Chair of the Governing Body should be informed.

3.4 *Incidents involving Pupil to Staff Member:*

- 3.4.1 The staff member should ask for an interview with the Headmaster and if appropriate, be accompanied by his/her union representative.
- 3.4.2 The Headmaster should explain that racial harassment is incompatible with the Christian ethos of the school and outline what steps are being taken to deal with the incident.

- 3.4.3 Depending on the gravity of the incident, or any previous history of such behaviour by the boy, it may be appropriate to consider more serious disciplinary measure, including the exclusion procedure.
- 3.4.4 In the case of serious assault, the staff member should be informed of his/her right to notify the police and support in doing this be offered.

3.5 *Incidents between Staff Members:*

- 3.5.1 The aggrieved staff member should consult the Headmaster and if appropriate be accompanied by his/her union representative.
- 3.5.2 Any complaint of harassment, which is substantiated, may be subject to disciplinary action in accordance with the school's agreed disciplinary procedures.
- 3.5.3 In the case of serious assault the staff member should be informed of his/her right to notify the police and support in doing this be offered.

3.6 *Incidents involving Parent/Guardian to Staff Member:*

- 3.6.1 The staff member should ask for an interview with the Headmaster and if appropriate be accompanied by his/her union representative.
- 3.6.2 The Headmaster should institute an immediate investigation into the complaint.
- 3.6.3 There should be an interview with the parent/guardian where the Headmaster should explain that racial harassment is incompatible with the school policy and that it will not be tolerated.
- 3.6.4 In some cases, (where considered necessary) an injunction may be sought against the parent/guardian.
- 3.6.5 In the case of serious physical assault the staff member should be informed of his/her right to notify the police and support in doing this be offered.

3.7 *Incidents involving Staff Member to Parent/Guardian:*

- 3.7.1 The parent/guardian should be offered an interview with the Headmaster or senior member of staff. The parent/guardian may wish to bring a friend or advocate to this meeting.
- 3.7.2 The staff member concerned should be interviewed by the Headmaster in the presence of (if appropriate) the teacher's union representative. At the interview it should be clearly stated that racial harassment is incompatible with Christian ethos of the school and will not be tolerated.
- 3.7.3 A complaint of racial harassment for which there is a prima facie evidence will be pursued in exact accordance with the School's agreed Disciplinary Procedures.
- 3.7.4 In the case of serious assault the parent/guardian should be informed of his/her right to notify the police and support in doing this be offered.
- 3.7.5 Where the complaint is against the Headmaster, this should be raised with the Chair of the Governing Body.

3.8 Support for victim:

- 3.8.1 Immediate reassurance and support should be given to the victim.
- 3.8.2 Identify the physical and emotional support needed on an individual basis.
- 3.8.3 In serious and recurring cases, parents/guardians should be involved and longer term consultation and support should be provided.
- 3.8.4 It may be appropriate to involve the victim's own community in providing appropriate support.
- 3.8.5 A victim should be kept informed of the outcome of the incident reported.

3.9 Working with Parents/Guardians:

- 3.9.1 Parents/Guardians will be informed or involved at an early stage when their son is involved either as a victim or a perpetrator.
- 3.9.2 Parents/Guardians will be involved in working with the school to develop policy and good practice for dealing with all forms of harassment and bullying.
- 3.9.3 Parents/Guardians will be made aware of the school's policy on racial equality and multicultural education through the school prospectus, website, annual Governing Body report to parents etc.
- 3.9.4 Parents/Guardians of the boy who has been harassed will be offered support and reassurance.
- 3.9.5 Parents/Guardians who express racist views in discussion with a teacher or Headmaster will have their comments challenged immediately and their attention drawn to the relevant school policies.

4. COMPLAINTS

- 4.1 All parents have the right to raise a concern about any aspect relating to Race discrimination under the Complaints Procedures (see Complaints Policy).
- 4.2 In the first instance, any informal concern should be raised with the relevant Head of House, or with the Headmaster.
- 4.3 If the complainant is not satisfied with the outcome of the first, informal stage, the matter should be referred to the Governing Body, usually through the Clerk to the Governors, who will liaise with the Chairman of Governors and set up, where required, the appropriate panel of Governors to consider the complaint.