

## Crawshaw School Racial Harassment Policy.

### Promoting Race Equality.

Racism as defined by the Macpherson Report in general terms, consists of,

“words or practices which disadvantage or advantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its overt form” (6.4)

Institutional racism is defined 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.” (6.34)

Schools are a potential source of institutional racism and so have a key role in its prevention. Crawshaw School accepts that,

“unwitting racism can arise because of lack of understanding, ignorance or mistaken beliefs. It can arise from well intentioned but patronising words or actions. It can arise from unfamiliarity with the behaviour or cultural traditions of people or families from ethnic communities.” (6.17)

and that,

“It persists because of the failure of the organisation openly and adequately to recognise and address its existence and causes by policy, example and leadership. Without recognition and action to eliminate such racism it can prevail as part of the ethos or culture of the organisation. It is a corrosive disease.” (6.34)

Crawshaw School accepts the report’s recommendations that:

- Consideration should be given to the amendment of the National Curriculum aimed at valuing cultural diversity and preventing racism, in order better to reflect the needs of a diverse society.

There are many examples where Crawshaw School actively promotes cultural awareness and racial harmony through the curriculum. The PHSE programme allows students to reflect on, “the intrinsic worth of individuals regardless of ethnic group...” Teachers across departments develop programmes of study that allow students to openly discuss racism and aim to promote racial harmony.

- We record all racist incidents.

This is done using the Education Leeds monitoring form. All teachers are encouraged to report such incidents. Responses are co-ordinated by (A)SDLs through the normal incident reporting channels in school. A termly summary is sent to Education Leeds by Nick Tones.

- Recorded incidents are reported to parents/ guardians, school Governors and LEAs.

Crawshaw School informs parents as part of its overall policy of working closely with them and communicating concerns to them.

Each term the Head teacher gives School Governors a report on the number of racial incidents, their nature and the response to them.

Each term the above information is sent to Education Leeds.

- School Governors have the duty to create and implement strategies to prevent and address racism.

In addition to this Racial Harassment Policy, Crawshaw School has a Race Equality Action Plan and a Race Equality Policy. All of these have been accepted by the Governors and ensure that statutory obligations are met. More importantly, Crawshaw School aims to create an ethos that is open and vigilant, in which students can talk about their concerns and share in the development of strategies for their resolution. All teachers have a key role to play in creating this ethos.