



**Archers Brook SEMH Residential School**  
**Equal Opportunities and Diversity Policy**



### **Our Commitment**

We at Archers Brook School are committed to equal opportunities for all and we support the Borough Equal Opportunities Policy.

Every individual (teaching and ancillary staff, governors, parents and pupils) whatever colour, culture, religion, gender, age or ability must be given equal access to all opportunities within our school and all, therefore, are bound by our school Equal Opportunities Policy.

We aim to ensure that every individual feels equally valued, safe and secure within the school environment and through the general ethos promoted at Archers Brook School and with regard of the law. Any behaviour which destroys this security or threatens to devalue a person for reasons of colour, culture, religion, gender, or ability is totally unacceptable. As a school for pupils with SEMH and complex communication needs we must also acknowledge that whilst upholding this right to feel equally valued, safe and secure within our environment and having regard of the law, the governing body and SLT will be able to support each case on its individual merit in accordance with the context of a pupils need.

We acknowledge and recognise that the children and young people at Archers Brook School come from a community which has a great richness of cultural diversity and language; we value the positive experiences that children and young people from such a community bring with them to our school.

We aim to prepare all pupils for a successful life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic origins. It is important for all pupils to accept and respect the ideas, feelings and life styles of people from cultures different from their own.

### **General Principles**

1. We recognise that a Policy statement is not sufficient in itself. Discrimination and prejudice can affect everyone and therefore should be everyone's responsibility. It is vital therefore that all staff, pupils, governors and parents/carers work together on dealing with unacceptable language and behaviour.
2. Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
3. Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
4. Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the context of an interdependent world.
5. All staff, teaching and ancillary, have a responsibility to transmit the values of equality and justice and encourage all pupils to develop a positive self-image and attitude to others.

6. At Archers Brook School we recognise that we have a responsibility as educators to ensure that the prejudice, stereotypes and bias present in society are both identified and also challenged.
7. Equal opportunities must underpin all work undertaken at the school in all the decision making process and in policy and practice.
8. There should be opportunities for children and adults to share each other's experiences and learn about different ways of living.
9. Staff have a responsibility to increase their knowledge of and sensitivity towards the cultural background of all our pupils and need to build on the experience and abilities which all adults and pupils bring to the school e.g. language (spoken and written), music, dance, cooking etc. Also, staff have a responsibility to use their professional understanding of pupil SEND and background and must develop their own understanding of the ability of a pupil to develop a fair and tolerant response to the world in which they live.
10. Children need to be taught how to look at and talk about different values and experiences and thereby develop critical thinking so they can consider alternatives.
11. Staff should be aware of, and take steps to avoid, possible cultural bias in assessment and evaluation.
12. We recognise the need for structures, systems and frameworks through which our policy for Race Equality and Cultural Diversity at Archers Brook School can be carried out, reviewed and monitored.

Our principles will be addressed through:

- *classroom practice and organisation*
- *Staff Development policy*
- *Investors in People*
- *curriculum policies and schemes of work*
- *curriculum practice*
- *assessment policy*
- *School Improvement Plans*
- *parent /teacher meetings*
- *parents and the wider community*
- *assemblies*

### ***A school policy for race equality and cultural diversity***

#### **1. Legal duties**

We welcome our duties under the Race Relations (Amendment) Act 2000. We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful discrimination

### **2. The full range of school policies and practice**

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

### **3. Addressing racism and xenophobia**

We are opposed to all forms of racism and xenophobia, including those forms that are directed against religious groups and communities, for example, Islamophobia and against Travellers, refugees and asylum seekers.

### **4. Responsibilities**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils in their class for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

### **5. Information and resources**

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

All staff and governors have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

## **6. Religious observance**

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **7. Action plan/risk assessment**

We reserve the right to draw up action plans or risk assessments in response to an individual situation to ensure the safety, security and welfare of all.

## **8. Breaches of this policy**

Breaches of this policy will be dealt with in the same ways as breaches of other school policies are dealt with, as determined by the Headteacher and the governing body.

## **9. Monitoring and evaluation**

As with all data that appertains to all pupils in this setting we monitor for trends and use our appreciation and understanding of individuals needs and circumstances to intelligently reflect on the next step support we may have to implement for our pupils.

### **We aim to:**

- value all cultures and languages equally and encourage children to bring their cultural experiences into school and share them with others
- be alert to all possibilities for bringing cross-cultural perspectives into the classroom
- ensure that children have a basic knowledge of other cultures, i.e. food, religion, dress, language, including other cultures not represented in the school
- make the awareness of cultural practices and religious differences part of the life of the school, e.g. curriculum, assemblies, religious festivals, clothing etc.
- continually address in all aspects of school life preformed attitudes of bias and prejudice in pupils
- ensure that we have positive attitudes and expectations of all pupils, whatever their racial group
- ensure that any racist incidents are dealt with
- ensure that all staff are aware of preventing violent extremism policy and practice
- ensure that all staff are aware of preventing the cultural practice of FGM

### **Dealing with racist incidents:**

All staff must be responsible for following through appropriate procedures for dealing with racist incidents.

- A racist incident may be defined as any of the following:

- name calling, insults, jokes
- graffiti on walls, books etc
- wearing offensive badges
- bringing materials e.g. comics, handouts etc of an offensive nature into school.
- racist comments in discussions, lessons, playground etc
- making threats against a person or group because of colour or ethnicity
- refusal to associate with others on the grounds of colour or ethnicity

If any racist incident occurs it must be dealt with immediately by the Leadership Team. Positive action must be taken to indicate that this form of behaviour is unacceptable. It must be explained to the offender why the incident is not acceptable and the consequences if further incidents occur (Headteacher and parental involvement)

An incident form must be filled out for everyone concerned – we use the CWAC recommended form and must be kept in the incident file. If an individual has been involved in three incidents within a six month period, the Headteacher must be informed as well as the parents. It will be explained at this point that should internal support and behaviour management remain ineffective then external and more formal advice will be sought (for example – TAF, ESAT, YOS) .

If that same individual is then involved a fourth time, the parents or school governors must be consulted and as already alerted to all parties external support will be brokered.

Please note each case will be dealt with on an individual basis and should it be considered appropriate by the Headteacher or SLT designate there may be a more escalated or extended approach as needed.

Signed:

**Mr R Crompton**

**Chairman**

Policy agreed date:

Policy to be reviewed: March 2018



**ARCHERS BROOK SEMH RESIDENTIAL SCHOOL  
RACIST INCIDENT RECORDING SHEET**

**Date of Incident:**

**Place incident occurred:**

**Member of staff/pupil/parent/carer reporting (not recording) incident  
(please specify status):**

**Name/s of victim/s:**

**Class:**

**Year:**

**Gender: M**

**F**

**Please circle. If there is more than one victim, please put the numbers next to the circle.**

**Ethnic background:**

**Please specify**

**Name/s of perpetrator/s:**

**Class:**

**Year:**

**Ethnic background:**

**Please specify**

**Type of incident: select one only by circling appropriate reason**

- **Physical assault**
- **Threatening behaviour:** (jostling, gestures, damage to personal property)
- **Verbal abuse (direct):** (name calling, insults and racist jokes)
- **Verbal abuse (indirect):** ridiculing somebody because of their cultural differences (e.g. dress, food, faith, music)
- **Racist graffiti**
- **Wearing racist badges or insignia** (or similar provocative behaviour)
- **Incitement of others to behave in a racist way** (e.g. bringing racist material into school)
- **Racist comments in the course of discussions in lessons**
- **Attempts to recruit to racist organisations or groups**
- **Refusal to co-operate with the other people** (e.g. because of their colour, ethnicity, language, accent etc)
- **Other** (please specify)

**Details of Incident: (including views of those involved and events leading up to incident)**

**Please attach any written pupil statements**

**Actions Taken: Victim/s**

**Member/s of staff involved**

**Action Taken: Perpetrator/s**

**Member/s of staff involved**

**Reporting (Please circle as appropriate)**

<b>Victim's parents/carers contacted</b>	<b>Y</b>	<b>N</b>	<b>Date</b>
<b>Perpetrator's parents/carers contacted</b>	<b>Y</b>	<b>N</b>	<b>Date</b>
<b>Governing Body notified</b>	<b>Y</b>	<b>N</b>	<b>Date</b>
<b>Other Staff informed</b>	<b>Y</b>	<b>N</b>	<b>Date</b>
<b>Local Education Authority notified</b>	<b>Y</b>	<b>N</b>	<b>Date</b>
<b>Police notified</b>	<b>Y</b>	<b>N</b>	<b>Date</b>
<b>Other agencies involved</b>	<b>Y</b>	<b>N</b>	<b>Date</b>

**Details recorded by:**

**Position:**

**Signature:**

**Date:**

**Headteacher's signature:**

**Date:**