



TAVERHAM HALL

Preparatory School

RACE EQUALITY POLICY

Taverham Hall is an inclusive school: as such it is committed to the promotion of equality of opportunity for all, including people from different racial, ethnic, cultural and religious backgrounds. We work to respect differences.

We are also committed to promoting good relations between people of different racial, ethnic, cultural and religious groups. We will enable every pupil to: participate in a curriculum that takes full account of the richness and variety of the world's racial, ethnic, cultural and religious groups and develop understanding of some of the main causes of global inequality, disadvantage and poverty.

Taverham Hall intends to recognise and challenge racism, racial discrimination and stereotyping.

Legal Requirements

The Race Relations Act 1976 prohibits schools from discriminating on grounds of race, colour, nationality or ethnic origin. It identifies three types of discrimination: direct, indirect and victimisation.

The Race Relations (Amendment) Act 2000 places a general duty on a school to:

- Eliminate unlawful racial discrimination
- Promote equal opportunity
- Promote good relations between persons of different racial groups
- Prepare and maintain a Race Equality Policy
- Monitor and evaluate the impact of the Policy

Dealing with and reporting racist incidents

The Code of Practice on reporting and recording racist incidents (issued by the Home Office in 2000) states:

Low level occurrences of racist incidents should be dealt with internally.

A record should be kept of each incident, including the names of the perpetrators and victims, the nature of the incident and the action taken in response. Instances deemed to be serious and intentional will result in the Behaviour and Anti-bullying policy operating.

Parents and Governors should be informed where appropriate.

The police should be advised of any criminal activity, this includes racist incidents that are categorised as crimes.

Taverham Hall is aware that the Stephen Lawrence Inquiry report defines as racist incident as:

“any incident which is perceived to be racist by the victim or any other person”.

Perpetrators of a racist incident can be any member of the school community.

September 2010