

**HERTFORDSHIRE COUNTY COUNCIL  
CHILDREN, SCHOOLS AND FAMILIES  
SELECT COMMITTEE  
WEDNESDAY 18 OCTOBER 2000 at 10.30 a.m.**

**Agenda Item No.**

**5**

**REVISION OF THE EDUCATION POLICY AND GUIDELINES “DEALING WITH RACIAL HARASSMENT” – A GUIDE FOR SCHOOLS**

*Report of the Director of Education*

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Executive Member: - K F Emsall

**1. Purpose of the report**

To consider proposals from the Cabinet on revisions to the County Guidelines 'Dealing with Racial Harassment. A Guide for Schools'. The original guidelines are attached as an appendix to the report, as requested by Cabinet on 18 September 2000.

**2. Summary**

- 2.1 The County Guidelines 'Dealing with Racial Harassment. A Guide for Schools' were launched in April 1996. The guidelines had been developed through extensive consultation procedures involving schools and minority ethnic communities and agreed by Education Committee.
- 2.2 Surveys conducted since the launch of the policy and guidelines suggest that approximately 70% schools have specific policies on dealing with racism. In support of the guidelines since 1996 over 1000 teachers from nearly 400 schools have been trained and casework support has been given for over 50 incidents in schools. A recent survey circulated to schools to support the LEA new bullying policy established that over the last school year schools recorded 356 incidents of racial harassment.

2.3 Since publication of the LEA guidelines the following developments have taken place which lead to the need to revise the Guidelines:

- New Legislation on Racial Harassment.
- The Stephen Lawrence Report and its recommendations.
- Publication of the DfEE circular 'Social Inclusion, Pupil Support' which contains new guidelines for schools and LEAs.
- Publication of Commission for Racial Equality (CRE) Race Equality Standards for Schools.
- New Audit Commission requirements to report on Indicators for Dealing with Racial Incidents.

2.4 Consultation has taken place with schools and community groups to revise the guidelines.

### **3. Conclusions**

3.1 The Authority guidelines on Racial Harassment have been consistently praised by external bodies, including HMI, as high quality and effective in providing support for schools. Recent developments in legislation and policy make it appropriate that the guidelines are revised to ensure their continued effectiveness.

3.2 Support for schools in implementing the new guidelines will be provided within existing resources.

### **4. Cabinet Proposals**

The Cabinet, on 18 September 2000, proposed: -

- (1) That the revisions to the guidelines on dealing with incidents of racial harassment in schools proposed in the report be approved.
- (2) That there be review in 12 months time of the results of this change.

The Select Committee's comments are invited.