



ANTI-RACISM POLICY

Rationale:

"Racism is something created and anything that has been created can be undone."

- Samuel Eto'o. This quote has been taken from the UK's Anti-Racism Educational Charity called Show Racism the red card at this website: www.srtrc.org.

The Governors and staff at the school welcome the fact that we all live in a multicultural society and children need to be provided with positive images of all racial groups. We know that there is racism in our society, but there is no place for it in our school. It is harmful to the education of our students and causes great unhappiness. Whilst racism may be difficult to define, it can be recognised by:

- Showing open hostility to ethnic groups on grounds of: race, nationality, culture or belief.
- Failing to recognise the differences between groups in society and ignoring racial identity.
- Failing to recognise and tackle deep-seated racism within institutions.
- Not recognising and reflecting the multi-ethnic and multi-cultural nature of contemporary society when making decisions.
- Stereotyping and promoting negative images of people from different ethnic groups.

In addition, the Local Authority and school governors now have a duty to create and implement strategies in their schools to prevent and address racism.

These strategies include:

- Recording of all racist incidents.
- Recorded incidents are reported to the students' parents/carers.
- The Governor Safeguarding Officer is kept up to date on the number of incidents logged as part of their monitoring visits.

Aims:

This policy aims to ensure that the school:

- Encourages respect for people from different ethnic groups and to work together in an atmosphere of harmony and understanding.
- Ensures that the curriculum, its materials and resources reflect a multi-ethnic and multi-cultural society.
- Values the differences of culture and language within the school.
- Ensures that all racist incidents are dealt with appropriately.

Objectives:

In each subject area, opportunities will be found to positively reflect cultural differences and to look at British values. Emphasis will be given to reinforcing the value of cultural diversity and developing understanding and an appreciation of the different ideas, values and beliefs encountered in a multicultural society.

Children of all ethnic groups have equal access to and opportunity within the whole curriculum, both in use of language and provision of resources. Sensitive and Informed groupings of students

will ensure that all students will contribute, be actively involved and be challenged appropriately. All students will be encouraged to develop their potential, regardless of religious, ethnic or cultural background.

Where statistically significant, the school will track performance of students by racial category. Teaching materials will be chosen to reflect the cultural and ethnic diversity of our society and school.

The school will try to avoid stereotyping through gender or race. All students will be encouraged to value their own heritage and that of others. We will seek to challenge stereotypes, misinformation and misconceptions in terms of beliefs, traditions, customs and lifestyle in a sensitive and accurate way in order to encourage a positive attitude towards that diversity.

Record all alleged racist incidents when they occur and have them reviewed by a designated member of staff on a regular basis.

Monitor and report on the number of racist incidents on a regular basis to the LA.

Encourage staff to develop appropriate skills so that they can counsel and support those affected by racism.

Remind staff and students on a regular basis of their responsibilities to uphold the anti-racist and equal opportunities ethos of the school.

Examples of obvious racism would include:-

- Racist name-calling, comments and jokes.
- Imitating accents disrespectfully.
- Racist graffiti or any other written insult, including text and social messaging.
- Bringing racist materials, such as badges and literature into school.
- Attempting to recruit people into racist organisations.
- Inappropriate use of images or information which is available on the Internet.
- Physical assault against a person or group because of colour or ethnicity.
- Isolating a person or group because of colour or ethnicity.

Examples of less obvious racism would include:-

- Unacceptable stereotypical views or images.
- A curriculum that does not acknowledge racism and thus perpetuates it.
- Staff not following up racist incidents and thus condoning it.

Procedures for dealing with a racial incident:

As racial discrimination can be overt or covert, we will deal with such issues clearly and sensitively when they arise. It is essential that children be given clear guidance as to acceptable (and unacceptable) behaviour. Common sense will dictate the necessary action to take, usually after reference to the Deputy Head Teacher in charge of pastoral care or the Head Teacher. This may result in a student receiving a senior leadership detention, a headteacher's detention or isolation. The incident may be so serious that it results in fixed term exclusion for the student involved.

The process will be to:

- Investigate the incident and take appropriate action, including support for the victim. Contact the police if necessary and report a high level racist incident.
- Depending on the seriousness of the incident, meet with the parents/guardians to discuss the matter and explain the action taken.
- Review incident records to improve our policy effectiveness.

The school will maintain clear, factual and up-to-date records to identify patterns of inappropriate behaviour, which can be sent to external agencies as necessary.

Dealing with the perpetrator if a student

If a student is believed to be behaving in a racially discriminatory way:

- The member of staff will intervene and take immediate action.

- Any racist behaviour will be challenged immediately. The perpetrator will be told that his/her behaviour is unacceptable and will not be tolerated.
- The incident will be reported to the Head Teacher and he/she should decide whether any further action needs to be taken, including informing the parents/guardian of the relevant students.
- The racial incident will be recorded on the appropriate form and placed in the racial incident folder as soon as possible.

Dealing with members of staff as perpetrators

All members of staff are required to abide by the school's equal opportunities policy.

If an allegation is made against a member of staff, the Head Teacher, or his/her nominee, will commence a full investigation of the allegation, in accordance with the relevant disciplinary procedures.

Dealing with members of the public as perpetrators

Racially motivated conduct by members of public needs an immediate response. The following procedure will be followed in cases of racially discriminatory conduct by a member of the public:

- The incident will be reported to the Head Teacher as soon as possible.
- The racial incident must be recorded in the racist log which can be found on the drive in the 'HOY' area and the student's parents/carer and chair of the governing body should be informed of the incident as appropriate.
- The police will be informed if the incident is of a magnitude that warrants such action.

Monitoring of racial incidents

It is necessary for us to monitor racial incidents in order to:

- Obtain a full picture of the level and nature of racial incidents.
- Measure the effectiveness of the school's anti-racist policies and the procedures used to deal with racial incidents.
- Work with other agencies to combat racial incidents in the community.

Strategies

- All racial incidents are logged straight away in the drive and in the appropriate year group's area on the system.
- The Head Teacher and Governors will ensure that the commitment to tackling racial incidents and any anti-racist guidelines or equal opportunities statements are well publicised and that parents and community groups are aware of them.

The anti-bullying steering group meets once every half term to discuss ways of tackling any type of bullying in school. They also discuss any concerns around tolerance and racism where appropriate.

Copies of this policy will be translated into minority languages where appropriate.

Review


This policy will be reviewed annually and amended as necessary.

Date of this policy: 25th January 2017

Date of last review: 16th April 2015

Review date: January 2018

Reviewed by: Lynne Sexton, Deputy Headteacher

Signature of Head Teacher:.....

Date:.....15/3/17

Signature of Chair of Governors:.....

Date:.....20/3/17