



Seal

Church of England
Primary School

Anti-Racism Policy 2017

Seal CE Primary School is a Level 1 Rights Respecting school. We adhere to the UN convention on the rights of the child. Article 2 states that: The convention applied to every child without discrimination, whatever their ethnicity, gender, religion, language, ability or any other status, whatever they think or say, whatever their family background.

We are a Church of England school and are inclusive to all. Community is one of our core Christian values and everyone at Seal forms part of our community - no matter what.

Rationale

Our main objective is to prepare children to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance, respect and co-operation. We want every child to reach their full potential in a happy and safe environment. This policy applies to all forms of discrimination on the basis of a person's colour, origin or culture.

Aims

The school aims to provide a secure and welcoming place for all children adults in which each person is valued with high self- esteem. We aim to encourage the development of the whole child – body, mind and spirit, providing equal opportunities for all. This is our policy for dealing with all forms of racist behaviour; where racist language, attitudes and behaviour are positively challenged. Staff and children feel confident and able to question the use of stereotypes and prejudices. In light of this, racism in any form will not be tolerated. As a Rights Respecting School, we promote the right to be treated fairly and the right to feel safe.

Racial Harassment

Racial harassment is any hostile or offensive action against individual or group because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse.

Categories of racist abuse:

Verbal

- Derogatory name calling
- Insults and racist jokes
- Insulting slurs
- Persistent teasing
- Ridicule of an individual for cultural differences e.g. food, music, dress etc.

Physical Assault

- Hitting or kicking
- Spitting
- Taking belongings
- Threats of violence

Indirect

- Exclusion from activities and refusal to co-operate
- Humiliation
- Spreading rumours
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia
- Bringing to school racist materials such as leaflets, comic or magazines
- Incitement of others to behave in a racist way
- Racist comment within class discussions
- Attempts to recruit others to racist organisations and groups

Such behaviours can severely affect a child's ability to learn effectively and the effect of harassment can remain with a person throughout their life.

Legal Context

- The Race Relations Act 1976 requires Local Authorities to ensure that the provision of education is carried out with "due regard to the need".
 - to eliminate unlawful discrimination
 - to promote equality of opportunity and good relations between persons of different racial groups
- Intentional harassment is now an offence under The Criminal Justice and Public Order Act 1994.
- A person is guilty of an offence if, with intent they:
 - Use threatening, abusive or insulting words or behaviour, or
 - Display any writing, sign or other visible representation that is threatening, abusive or insulting, thereby causing that, or another person, harassment, alarm or distress.
- Seal CE Primary School is committed to equal opportunities for all and is opposed to all forms of racist prejudice and unfair discrimination.

Curriculum

The curriculum offer and experiences at Seal CE Primary School are a strong means of addressing racism and promoting equality of opportunity for all children. Within every school experience, racist attitudes, misconceptions and stereotypes are discussed, challenged and addressed.

The 'British Values' are reflected in all we do at Seal Primary School and are reflective of the fact that British society is one that is both multi-ethnic and culturally diverse. This document can be found on the school website www.sealprimary.com under the Rights Respecting heading.

The 2014 National Curriculum states that:

Schools must 'offer a curriculum which is balanced and broadly based and which:

- Promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and
- Prepares pupils at the school for the opportunities, responsibilities and experiences of later life.'

Ethos

Our ethos is one of respect for all people. Our school rules and Seal Tree of Rights are sensitive to, and respect the right to follow your own religion.

Books and Materials

- We will select text and materials that take into account appropriateness in today's multi-cultural society.
- We will not use any book with myths and stereotypes on which prejudices and hatred feed.
- Materials in school will be examined for racist bias and either withdrawn from use or used as a resource to promote discussion on racism and racist content.
- Positive steps are taken to ensure good practice with regard to the purchase of books and resources, which reflect the multi-racial and culturally diverse society in which we live.

Staff

The Headteacher will draw the attention of all staff to issues of racism by:

- Putting the issue of racist harassment on the agenda for discussion when needed
- Examining school practices and procedures to tackle racism
- Drawing upon the advice and experience of others, including other schools and those with specialist knowledge and experience
- Agreeing to common strategies to improve our learning environment

Training

All staff will receive statutory race equality training and individuals may take part in CPD opportunities where necessary to support race equality.

Supporting Victims

At Seal CE Primary School, we will:

- Give immediate reassurance and support
- Ensure a member of the Senior Leadership Team explains the school's zero tolerance policy towards any form of racism
- Give opportunity for the child to express their own concerns and feelings
- Provide the opportunity to discuss the incident with the school counsellor
- In frequent cases, parents too should be given support and opportunity to speak to the school counsellor
- All staff will be ready to discuss and follow up the child's and/ or parental concerns
- Demonstrate the use of the behaviour policy

Dealing with the Perpetrators

All Categories mentioned before will result in the following actions being taken:

- Report to Headteacher or Deputy Headteacher where they will explain the reasons behind the school's policy for zero tolerance
- No member of staff will ever ignore any form of verbal abuse in the school
- The Headteacher or Deputy Headteacher will investigate the incident
- Any incident of racist abuse, no matter what form, will result in the child being placed in the Thin Ice Book and parents being contacted
- Pupils who are recorded in the racial incident book on more than one occasion may be subject to a fixed term exclusion and ultimately a permanent exclusion if the behaviour does not stop.

In the case of a very young child making racist remarks, a discussion will take place with the child and parent. It is for the Headteacher to decide on the innocence of the remark.

Monitoring and Reporting Incidents

All incidents will be reported to the Headteacher or Deputy Headteacher

All incidents are entered in the Racial Incidents book (kept in the Headteacher's office. Yearly returns are sent to the Local Authority and Governors.

Staff Guidelines for Reporting Incidents

Staff must report any racial incident to the Headteacher or Deputy Headteacher as soon as possible and complete the appropriate school form

Members of Staff

A whole school anti-racist policy will be fully effective only if every teaching and non-teaching member of staff understands the policy and is committed to implementing it.

Staff must lead by example:

- Racist behaviour must be regarded as unprofessional and therefore a disciplinary offence
- Where a child, parent or member of staff is racially abused by another member of staff, the following procedure will be followed:
 - Known incidents reported to the Headteacher
 - The Headteacher will seek to resolve the issue
 - In cases where the parents or children are not satisfied with the actions taken by the Headteacher, they should be informed of their right to make a formal complaint to the Chair of Governors
 - The Chair of Governors will investigate the case and will take appropriate action following the complaints policy
 - Racist behaviour by any member of staff would be considered as gross misconduct and the person concerned subject to disciplinary action
 - The school will make the complaints procedure known to all children and parents
- In a case where a member of staff is racially abused by any child, parent or other member of staff, the complaint should be dealt with using the disciplinary procedure.

Date: January 2017

Review: January 2019

Signed (Chair of Governors)