



Anti-Racist Policy

Principles and Objectives

This policy reflects the principles of the Norfolk Learning Statement, the Race Relations Act (1976) The Race Relations (Amendment) Act (2000) and the recommendations of the MacPherson Report (1999).

At Gaywood Community Primary School we believe that:

- all pupils are damaged by the holding of racist views
- all pupils have the right to access to culturally diverse learning opportunities
- our school needs to be proactive in promoting race equality
- we need to have a curriculum which promotes cultural diversity and prevents racism
- we must challenge the ignorance which lies at the root of prejudice and racism
- our curriculum should reflect the fact that all areas of knowledge and understanding have been shaped by contributions from people of all races and cultures
- where there are limited opportunities for pupils to regularly meet people from diverse cultural traditions, other resources and sources of information should be carefully chosen to reflect cultural diversity and enrich pupils' experience

This will help us to promote our whole school aims of:

- Providing a secure and happy environment where the uniqueness of every individual is cherished and where the contribution of everyone is valued.
- Facilitating, enabling and promoting the growth of every individual child's understanding of themselves within the school, the family, within the community, the wider society and the living world.
- Helping the pupils develop their spiritual, moral, social and cultural understanding and to achieve good standards in all their relationships.

Responsibilities

The Headteacher will be responsible for:

- monitoring the implementation of the anti-racist policy and reporting to the headteacher and governing body
- co-ordinating support from LA and other agencies where appropriate
- ensuring that records and reports are correctly administrated and maintained
- co-ordinating review and feedback from other staff and pupils

- communicating the implications of our policy to pupils, parents, staff, governors, and the local community

Governors will be responsible for:

- monitoring records of racist incidents and reporting the effectiveness of our policy to the governing body

All members of the school are responsible for identifying and seeking solutions for unacceptable behaviour, which contravenes our policy.

Who is covered by this policy?

Our policy covers:

- Pupils: our curriculum will strive to fully equip pupils to take part in the world of the future by heightening their awareness of cultural diversity and challenging racist attitudes.
- Staff: all staff will be fully aware of the implications of our anti-racist policy and will recognise their duty to implement it.
- Governors: the policy was approved by the governing body.
- Parents: admissions information, the school brochure and home/school agreements will include a declaration of our anti-racist intent. The school will make use of the INTRAN service wherever this is necessary.
- Others: all visitors to the school will be expected to help us in promoting race equality and will be politely reminded of this when entering the school by a clear notice displayed in the entrance area.

Definition

We will use the definition of a racist incident provided by the MacPherson Report:

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

Common forms of racist incident are:

Racist name-calling, racist bullying, graffiti, slogans, etc.

Recording and Reporting

We have adopted the LA's recommended format for recording racist incidents.

Anyone witnessing a racist incident should report it to the Headteacher or in the event of his/her absence, the Deputy Headteacher who will ensure that the necessary form is completed. Details of people involved will be subject to the school's normal confidentiality procedures.

Governors will regularly monitor the record of racist incidents. We will report incidents to parents of pupils involved, the school governors and the LA.

Training

We will arrange for training to be provided for any member of staff or the governing body who needs it to meet the requirements of this policy.

Curriculum

Curriculum planning is reviewed annually. During such reviews we will ensure that criteria for evaluation and planning for development include:

- i) ensuring that the curriculum allows sufficient opportunity for pupils to learn about a broad range of cultural influences and heritage;
- ii) offering teachers regular opportunities to construct learning activities which directly challenge racist attitudes and behaviour.

Where pupils' access to people from ethnic minority backgrounds is limited, we will seek to ensure that other resources and sources of information reflect cultural diversity and are carefully chosen to enrich young people's experience.

We will encourage positive attitudes to ethnic difference, culture and race equality through our curriculum planning and teaching methods and further support this ethos through RE, PSHE, Circle Time and assembly topics.

Procedures

Pupils will be encouraged to report any racist incident to the person responsible for them at the time. That member of staff should begin to resolve the incident by indicating to the perpetrator that their behaviour is unacceptable, and by ensuring the safety of the victim.

That member of staff will report the incident to the Headteacher, or in case of absence the Deputy Headteacher, who will follow the recording and reporting procedures, and note the action to be taken by the school. In most circumstances, we expect such action to be implemented within two working days.

Perpetrators

Our principal aim will be to educate, and build towards more harmonious relationships. We recognise that pupils may be influenced by the outside world and the media and may not have a full understanding of the implications of their actions. We will encourage the perpetrator to apologise to the victim if we can do so without causing further distress.

However, we will explain why the behaviour is unacceptable, and leave the perpetrator in no doubt that it is contrary to school policy and against the law. We will make use of the school's behaviour policy if necessary, and certainly in the case of repeated incidents.

We will take advice and involve external agencies if necessary.

Victims

We will take complaints seriously and offer support. We recognise that hurt can be real even when the cause may be unintentional. We will try to reconcile victim and perpetrator if possible. We will continue to monitor the victim's situation and frame of mind and continue to offer support if necessary. We will make available support from other agencies if necessary.

Monitoring

The effectiveness of this policy will be monitored on an ongoing basis, and reported as part of the updating of the school self-review profile on an annual basis. Our curriculum is reviewed (annually) and the extent to which it reflects cultural diversity and offers opportunities to challenge racist attitudes will form a central part of our review criteria. When evaluating the performance of our school, we will monitor by ethnicity such aspects as pupil achievement, attendance, exclusions, membership of the SEN register etc.

Success Criteria

We will know that our policy is effective when:

- all members of staff are able to recognise racist behaviour of any kind and take action as described in this policy
- reports to the governing body give full account that the intended actions described have been implemented and backed up by clear evidence
- curriculum reviews show good levels of cultural diversity

Policy Reviewed: July 2015

Policy Review: July 2016