

SHELTON INFANT SCHOOL

ANTI-RACISM POLICY

DEFINITION OF RACISM

Racism refers to discriminatory attitudes, beliefs, behaviour, distinctions, exclusions, restrictions or preferences that are based on presumptions about a person's colour, descent, accent, national or ethnic origin, migrant status religion and ethos.

Racism can be overt or covert, conscious or unconscious.

STATEMENT OF INTENT

Shelton Infant School provides an education and working environment in which all participants are equally valued and treated.

The school:-

- Promotes and enhances awareness, understanding and acceptance between cultural groups
- Acknowledges and celebrates the breadth of experience and resources that people from diverse backgrounds bring to the life of the school.
- Will not tolerate any form of racism.

AIMS

The aims of this policy are:-

- To make our school a safe and welcoming place for all.
- To provide a curriculum which shows breadth, balance, continuity, progression and integration within high quality programmes of study.
- To promote race equality and provide opportunities for all pupils to study their own values and those of others, to appreciate diversity and develop respect for others.
- To support and promote equality, justice and mutual respect

CATEGORIES OF RACIST BEHAVIOUR

- Physical assault
- Derogatory name calling, insults and/or racist jokes
- Racist graffiti
- Provocative behaviour, eg wearing racist badges or insignia.
- Bringing racist materials into school, eg. comics, magazines.
- Verbal abuse or threats.
- Incitement of others to behave in a racist way.
- Racist comments in the course of discussions in lessons or anywhere in school.
- Ridicule of others for cultural differences, eg food, dress, music, etc.
- Refusal to co-operate with others because of their ethnicity, colour or language.
- Attempts to recruit for racial organisations and/or groups
- Written derogatory remarks
- Accessing racist material on the internet unless part of a study of racism within the curriculum.

GOOD PRACTICE

- All staff demonstrate a strong commitment to equality and fairness.
- Senior Management and Governors provide clear guidance and support for staff in taking forward race equality.
- The curriculum promotes access and success for all pupils and reflects diversity.
- Pupils' progress and achievements are monitored effectively and appropriate steps are taken to ensure that all pupils fulfil their potential.
- Pupils who are bilingual, or those with English as an additional language, have their specific needs addressed.
- All members of the school community show commitment and contribute positively to the school's strategies of tackling racism and promoting race equality.
- Pupils have self-respect, show respect for others and recognise and value diversity.
- Positive steps are taken to encourage and enable all parents to participate effectively in their child's care and education.

PROCEDURES FOR DEALING WITH RACIST BEHAVIOUR

All staff will model the school's policy for anti-racism at all times.

All racist incidents will be challenged and reported to the Headteacher who will keep a record of them. Where appropriate, staff will record in writing the incident.

Parents of alleged victims and perpetrators will be informed. Parents will be given regular progress reports when an alleged incident is being reviewed and will be informed of the outcomes. Concerns from parents will be responded to in an appropriate manner.

The school will involve external agencies as appropriate.

Pupils and parents should understand that all allegations of racist incidents will be treated with the utmost seriousness. The school will take into account the following when dealing with a racist incident:-

- The age of the individuals
- The nature of the incident
- Whether there are any behavioural needs which could affect an individual's behaviour towards others
- Whether there have been any previous racist incidents involving the individuals
- The duty of care to all pupils involved – both victim(s) and perpetrator(s)

When a racial incident involves adults on school premises, they will be reminded immediately of this policy and asked to discuss the incident with a senior member of staff. The incident will be recorded and a need to involve outside agencies will be considered. In extreme cases, adults may be banned from entering the school premises.

SUPPORT

All staff will be prepared to offer immediate support to any victim of racial harassment.

