



Introduction

Our school is opposed to any form of racism or racist behaviour.

Respect
Equality
Support
Partnership
Encouragement
Care
Trust

Throughout history, people of different nationalities and races have inhabited this country and this will continue. Our school serves a community, which has a diverse cultural make-up and the school population is a reflection of this. We believe everyone is due equal respect from us and from each other regardless of race or religion.

We expect people from each ethnic group to have respect for other groups and for each individual and to be proud of her or his own culture.

Please support our school and community by challenging racism

What is Racism?

The Stephen Lawrence Inquiry Report defines racism as “... conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form”.

Incidents of racism can take place in all schools – and need not necessarily be directed towards someone in the school.

Linked Policies

- Allegations of abuse against staff
- Behaviour
- Code of Conduct
- Community cohesion
- Complaints
- Equality
- Social Networking

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Aims

In school children will learn

- That racism is wrong and it is based on false ideas.
- About the history of different races and cultures in our country and around the world.
- The benefits of a multicultural society.
- The learning resources of the school will reflect the mix of cultures found in our classes; they will be as accurate as possible and will avoid any stereotyping or generalisations.
- Racist insults are comparable to personal insults.

Naturally any incidents of racism will be dealt with at school and parents will naturally be informed. Legally all incidents are logged and the numbers reported to the Local Authority.

Legal Framework

- Race Relations Act 1976
 - The Education Reform Act (1988) requires schools' governing bodies to discharge their responsibilities without racial discrimination and to ensure that no unlawful discrimination takes place in their school.
 - The National Curriculum sets out a clear, full and statutory entitlement to learning for all pupils. It makes clear the principles that schools must follow in their teaching across the curriculum, to ensure that all pupils have the chance to learn and succeed, whatever their individual needs may be.

Statement of Policy

“Our school is opposed to any form of racism or racist behaviour.” We believe that education is the best way to help children understand what racism is and how to work towards a society where it is not tolerated in any form.

Where racism is encountered we will seek to inform and educate – but will not hesitate to use the law of the United Kingdom if this fails.

Examples of Racist Incidents

The following are examples of racist incidents, which may involve pupils,

- Derogatory name calling, insults and racist jokes
- Verbal abuse and threats
- Racist graffiti
- Provocative behaviour such as wearing racist badges or insignia
- Racist comments in the course of discussions
- Ridicule of an individual's cultural differences, e.g. food, music, dress, religion, language etc.

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- Bringing racist materials such as leaflets, comics or magazines into the institution
- Attempts to recruit other pupils and students into racist organisations
- Physical assault which is racially motivated
- Damage caused to a person's property which is racially motivated
- Incitement of others to behave in a racist way
- Refusal to co-operate with other people because of their ethnic origin

Tackling Racist Incidents

- All staff deal with incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name-calling whenever they occur. This will be done in accordance with the behaviour policy and will vary due to the extent of the incident.
- Pupils are encouraged to report all incidents involving racism, racial discrimination and racial harassment. They can speak to any member of staff, ask a parent to do this for them or use the school council suggestion box.
- The racism co-ordinator (headteacher) has overall responsibility logging such incidents.

The staff's role

- Action is taken to prevent incidents from recurring.
- Report all incidents to the Racism Co-ordinator (headteacher) who will give details of incidents to the racism governor and the LA along with the action taken.
- All incidents and their resolution are regularly reported to the governing body. The governor responsible for this is the chair of governors (currently Julia Cleave) – contact details available from the school office.
- Parents are kept informed of any action taken to deal with racist incidents.
- Racist incidents and complaints of racial discrimination and racial harassment are monitored and the effectiveness of the action taken to address incidents is assessed.

Immediate action is taken to remove racist graffiti from all school property

- The site manager of our school will make it priority to remove such graffiti.

Monitoring of Racist Incidents

School records are kept for racist incidents. These include:

- A brief description of the incident.
- The school's response.
- Letter to parents.
- A report will be given to SLT and the governor for racism.
- A copy of the incident form will be sent to the LA.

Specialist Support

EMAS (ethnic minority achievement service) or its successor in LCC will be contacted for support in extreme cases.

What do these words mean?

Black

Black is sometimes used as a general term for people of African, Caribbean, South Asian and other Asian origin. Black is also one of the ethnic monitoring categories used in the census. It includes Caribbeans, Africans and others who wish to describe themselves as Black.

Ethnicity

Ethnicity refers to a person's identification with a group which shares some or all of the same culture, lifestyle, language, religion, nationality, geographical region and history. Everybody belongs to an ethnic group, including for example, the English, Irish, Scottish and Welsh.

Ethnic monitoring

The process of collecting and comparing data by ethnic group. In the school environment, ethnic monitoring might cover attainment and progress, recruitment and promotion, behaviour, discipline and exclusion, attendance, involvement in activities and use of services, and parental involvement in the school.

'Institutional racism'

The Stephen Lawrence Inquiry Report defines institutional racism as: "The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people".

Interculturalism

Implies the willingness and investment in relating across cultures. A shift from a multicultural concept to an intercultural concept calls for building trust. Within intercultural communities, individuals are invited to reveal themselves in day-to-day interactions.

Multi-culturalism

Multi-culturalism is about recognising the value and importance of diverse cultures, and treating people from different ethnic and cultural backgrounds as one's equals.

Race

A term used to describe a class of people distinguished by their skin colour and physical characteristics. There is no scientific basis for the nineteenth century belief that people could be divided into four basic 'races' and that some were superior to others.

Racial Group

The Race Relations Act 1976 defines 'racial group' by race, colour, nationality (including citizenship) and ethnic or national origin.

Racial harassment

The CRE defines racial harassment as verbal or physical violence which includes attacks on property as well as on the person, which is suffered by individuals or groups because of their colour, race, nationality and ethnic or national origins, and where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism.

Racial prejudice

Prejudice involves prejudging people on the basis of false assumptions or inadequate evidence. Racial prejudice, which is usually negative, involves holding opinions or attitudes about people because of their racial or ethnic origin, based on false assumptions or inadequate evidence.

Racial stereotyping

Racial stereotyping involves categorising a racial group based on knowledge or experience of the actions or behaviour of a few people from that particular racial group. Racial stereotyping can be seen in views that certain racial groups are 'good at sport', or 'keep to themselves'.

Travellers

Travellers refers to people who are traditionally nomadic, although they may now be living in houses or on permanent sites. The term Gypsies (who are recognised as a racial group under the Race Relations Act), includes Bargees, circus people and New Age Travellers.

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Policy Information:

Date adopted by the governing body: January 2016
Policy Written by: Magnus Smedley (Headteacher)
Policy Review Date: January 2021

Signed:

Chair of governors:

Headteacher:
