



## **'Safe to Learn at Bankfield'** **Anti-Racism Policy**

### **Purpose**

- To establish an ethos in which all members of our school community, regardless of race, culture or religion, are valued and respected.

### **Aims:**

- Challenge racist attitudes and respond to all forms of bullying around racism, religion and culture
- Educate students to play a positive role in our multicultural society
- Develop an understanding of the local, national and international community perspective
- Educate and inform students about what could be considered verbal abuse of someone because of their race or ethnicity
- Develop an understanding and appreciation of religious beliefs and practices
- Recognise and celebrate diversity

### **Definition of Racism and Racist Incidents**

*As a school we recognise the following as terms of reference when considering matters of race or racial prejudice:*

Racism is:

*'Conduct or words or practice which disadvantage or advantage people because of their colour, culture or ethnic origin.'*

*(Report of the Stephen Lawrence Inquiry 1999)*

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

*(Report of the Stephen Lawrence Inquiry 1999)*

**Implementation** To ensure we comply with:

- Guidance for Schools on 'Bullying around racism, religion and culture', 2006
- Race Relations (and amendments) Act 2000
- Report of the Stephen Lawrence Inquiry 1999
- Race Equality in Education, Ofsted 2005
- Education Act, DfES 2005
- Children Act 2004
- Every Child Matters Agenda 2006
- Commission for Racial Equality's draft statutory code of practice are to be found in CRE Race Equality Standard "Learning for ALL"

### **Responsibilities**

**Governors, the Head teacher and all staff will:**

- Follow the Local Authority Admission Policy and ensure that race will not be used as a criteria for admission or employment
- Ensure that Race Equality is taught through the PSHCE curriculum and promoted throughout the school
- Ensure that staff promote racial equality in their daily practice
- Inform the Local Authority of any racist incident which occurs on site

- Ensure that race related incidents are managed in line with Local Authority and legal requirements
- Actively investigate any race related incident
- Ensure that our pastoral care system provides support to students (both the perpetrators and the victims) who have experienced racial abuse and also that they feel able to express their concerns when an incident occurs
- Use Performance Management procedures and interviews to provide all members of staff with opportunities to discuss their career development needs, taking account of race, culture and language as appropriate to each individual
- Ensure that visiting contractors are made aware of the Racial Equality Policy and request them to comply with it
- Remove any forms of racist graffiti as soon as possible
- Treat seriously and sensitively all incidents of discrimination by any person within the school and make clear to offending individuals that racist behaviour is unacceptable
- Take care not to make uninformed or insensitive assumptions about any particular race, religion or culture
- Ensure that resources utilised are accurate and sympathetic in their portrayal of communities, and contain positive images of all groups
- Work with parents/carers and with the wider community to tackle racial discrimination
- Celebrate the diversity of languages and cultures, including travellers, known by its students and staff via assemblies, drama and music performances & PSHCE lessons
- Consider the language and culture of all students when a) monitoring the attainment and progress of students, b) when planning schemes of work and individual lessons and c) when organising teaching groups
- Use the school's data strategy to monitor and narrow any gaps in achievement

**We include the following specific forms of prejudice when referring to 'racism':**

- Anti-Refugee prejudice
- Antisemitism
- Anti-Traveller prejudice
- Islamophobia

**Parents will:**

- Be required to support the School's policy relating to Racial Equality

**Students will:**

- Be allowed to use their home language in school, but should never use it to exclude others
- Not be allowed to wear racist symbols, badges and insignias on clothing in school
- Have their names accurately recorded and correctly pronounced

**Relationship to other policies:**

- Community Cohesion
- Behaviour
- Anti-Bullying
- SMSC
- Collective Worship
- Teaching and Learning
- Educational Visits
- Child Protection
- Safeguarding

## **Monitoring and evaluation**

### **Governors will:**

- Assess the impact of this policy and will receive a report at each meeting

### **Headteacher will:**

- Report to Governors all racist incidents and action taken by the School
- Compile and annually update information on the ethnicity of its students
- Monitor the effectiveness of the policy, including consultation with parents and carers
- Monitor the teaching of race equality education through the School's Self Evaluation process
- Ensure the data collection system serves to effectively implement this policy

**Policy written by:** Daniel Ross – Assistant Head teacher (LBP)

**Date adopted by Governing Body:** June 2010

**Date to be reviewed:** June 2012