



Anti-Racism Policy

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Policy Statement

The principles and objectives of this policy are based on our aim at Colby to create a secure and ordered environment that will give every child from diverse racial, religious and cultural backgrounds confidence to develop both as an individual and responsible member of society.

Aims

This policy aims to raise awareness of cultural diversity within our school and to take seriously and deal with any incident of racist behaviour. We are committed to promoting understanding, respect and valuing one another's culture and ethnicity.

Responsibilities

The Headteacher is responsible for ensuring that this policy is put into practice. She will monitor its implementation and review its effectiveness.

All members of the school community, pupils, staff, Governors and parents will be made aware of this policy and a copy of it will be made available to visitors and to other adults working in the school.

Definition

Staff and Governors are committed to a policy of non-tolerance of racist conduct. A RACIST INCIDENT IS ANY INCIDENT WHICH IS PERCEIVED TO BE RACIST BY THE VICTIM OR ANY OTHER PERSON.(The MacPherson Report)

Recording and Reporting

If anyone perceives an incident as racist, it is recorded as such, regardless of any dissenting views. All racist incidents reported are recorded on the appropriate forms, provided by the local authority, and are investigated by the Head. They must be reported to parents of the victim and perpetrator, Governors and the local authority. The report is anonymous – it is the incident that is reported, the perpetrator and victim are not named. The Head will keep records, which may be made available on request. It is important that everyone feels that the incident is resolved.

Curriculum Planning

Curriculum planning is carried out by class teachers who will provide sufficient opportunity to ensure that pupils learn about cultural diversity, especially in areas such as RE and PSHE where racist attitudes and values will be directly challenged. Curriculum planning, its effectiveness and review cycles are monitored by the Headteacher.

Procedures

In line with our Behaviour Policy, all reported racist incidents will be dealt with as soon as possible that day by the class teacher or senior member of the staff or Headteacher as is seen to be necessary.

Staff will take a positive reconciliatory approach wherever possible in an attempt to educate, repair damage and build both parties towards a better understanding, thus creating a more caring atmosphere. The use of sanctions and their likely effectiveness will be considered carefully. An apology and commitment to cease racist behaviour from the perpetrator to the victim will be sought and every effort will be made to ensure that everyone involved feels the incident to be satisfactorily resolved. Parents of the victim and perpetrator should be made aware that they can contact the local authority to discuss school procedures.

Victim Support

Victims of any racist incident will be supported by giving them reassurance and understanding so that they might be given time and opportunity to heal the real hurt that has been caused. Other sources of support and care will be considered.

Monitoring

As part of the school's review process, procedures for monitoring curriculum provision and the way racist incidents are dealt with will involve staff at all levels along with the Governing Body.

Success Criteria

Our policy will be deemed effective when all recorded incidents are satisfactorily resolved.

Review

The policy will be reviewed at least every 3 years, and when the school is advised of changes in legislation or practice by the local authority.

See Equal Opportunities Policy.