

ANTI-RACIST GUIDELINES

Every pupil has the right to be included in all school activities. The school will not exclude any pupil on racial, cultural or linguistic activities.

The following steps will be undertaken when dealing with racist behaviour

- a. Identifying the racist behaviour
- b. Supporting the victims
- c. Dealing with the perpetrator
- d. Dealing with whole school and community impact
- e. Monitoring the situation
- f. Recording and reporting the incidents.

Identifying racist behaviour

'Racism' in general terms consist of conduct or words or practices which advantage or disadvantage people because of their colour, culture or ethnic origin.

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

Categories of racist behaviour

This includes:

- Physical assault against a person or group because of colour and/or ethnicity and/or religion
- Derogatory name-calling, insults and racist jokes
- Racist graffiti
- Provocative behaviour such as the wearing of racist badges or insignia
- Bringing racist materials such as leaflets, comics or magazines into school
- Verbal abuse and threats
- Incitement of others to behave in a racist way
- Racist comments in the course of discussion in lessons
- Attempts to recruit other pupils to racist organisations or groups
- Ridicule for cultural differences e.g. food, music, dress etc
- Refusal to co-operate with people because of their ethnic origin
- Stereotyping

Support to the victims

All Racist incidents within school must be reported to the Headteacher. All incidents must be recorded on the appropriate recording sheet.

A victim of racist behaviour will need immediate attention from a member of staff in order to prevent the danger of shock and long-term suffering.

An appropriate member of staff needs to explain to the victim the action taken and to express the attitude of the institution towards such behaviour giving the opportunity to the pupils to express their own concerns and feelings.

In such cases the Headteacher will meet the parents or relations of the victims to explain the action taken and to discuss the matter with them.

Dealing with the perpetrators

All incidents must be reported to the Headteacher and recorded in the appropriate way.

Parents/guardians of the perpetrators need to be informed of the incident and the sanctions that the school intends to impose.

Members of staff **must not ignore** any form of racist abuse in school.

The perpetrator needs to know that racist abuse will not be tolerated.

Racist statements and stereotypes must not go unchallenged.

It is hoped that racist graffiti will not occur, but should it do so, it must be reported to the Headteacher and removed immediately.

All forms of racist literature and materials must be confiscated.

Dealing with members of staff

Racist behaviour from any member of staff towards any pupil, parent or other member of staff will not be tolerated. Disciplinary procedures will be taken against offending staff.

Where a pupil is racially abused by a member of staff, the following procedures will be followed:

1. Known incidents must be reported to the Headteacher.
2. The Headteacher will seek to resolve the issue.
3. In case parents or pupils are not satisfied with the actions taken by the Headteacher, they shall be informed of their rights to make a formal complaint to the Diocesan director of Education
4. The Diocesan Director of Education will investigate the case and will take appropriate action.
5. Where the parents or pupils are still not satisfied, they shall then be able to make a formal complaint to the governing body.
6. Racist behaviour by any member of staff will be considered as misconduct and the person concerned will be subject to disciplinary action.
7. All parents must be informed of this procedure of complaints.

Outside perpetrators

Society outside of school can adversely affect education through racism and racial discrimination. This can occur in two direct ways:

- When outsiders harm children or adults on the site physically or verbally or by graffiti
- Secondly, when outsiders use the school premises to try to recruit members to racist organisations.

Most of these offences are covered by law. If such an activity is taking place the school should contact the police.

Dealing with the impact on the school and the community

1. Racist graffiti or slogans whether on books or walls, will be removed immediately on discovery and any damage repaired.
2. Racist literature, badges and insignia should be confiscated on discovery and the reason for now allowing them explained.
3. If the matter is of a serious nature, all the pupils and staff should meet together to discuss it. Assemblies may also be used for this purpose.
4. Feedback from parents and responsible members of the communities should be obtained in order to assess the impact of the incident.

Monitoring racist incidents

There is a need to monitor racist incidents in every school in order to:

1. get a full picture of the frequency and nature of racist incidents;
2. measure the effectiveness of the methods used by the school in responding to racist incidents;

3. give staff a statistical base for analysis of racist incidents.

The school will keep a record of all racist incidents. Racist incidents may be recorded under the following categories:

- a. Racist violence and threat
- b. Racist abuse and insult
- c. Racist graffiti
- d. Racist literature

The Headteacher will provide the Authority with an annual report on racist incidents with the response to them, using documentation provided.

The Curriculum

The curriculum both planned and hidden, should reflect that Britain is a society which is both multi-racial and culturally diverse.

Displays within school should wherever possible contain multi-cultural elements.

The ethos and atmosphere should show the respect which is the entitlement of all persons entering the school.

The rules and regulations of the school need to be sensitive to, and show respect for diverse religious and cultural practices.

Language and dialect

The school aims to be responsive to the issue of linguistic diversity, and staff should be aware of the language and other dialect 'repertoires' of their pupils.

All pupils should feel that their languages are valued and respected. Language difference can be divisive and even though cultural difference is celebrated, children are encouraged to communicate in one language in order to prevent isolation of some children.

Books and materials

The school will select books and materials taking into account their appropriateness to today's multi-cultural society.

Books and materials will be examined for racist bias and if found to contain such, will be withdrawn from use or only used as a resource to promote discussion on racism and racist content.

Other measures

This policy and issues around racism will be reviewed and discussed at staff meetings on a regular basis.

The governing body will put the issue of racism on their agenda from time to time.

The school needs to analyse what constitutes racist behaviour and what constitutes 'unintentional racism'.

The school will endeavour to draw on the advice and experience of others, including other schools, and those with specialist knowledge and experience.

Parents will be kept informed of policy and practice.

