

Horsford Church of England VA Primary School



Anti-Racist Policy

January 2020

Horsford C of E VA Primary School recognises and values diversity. Learners should feel safe from racist incident and feel confident to talk to staff and others if they feel at risk.

The school ethos is inclusive, and we endeavour to ensure that the school community feels safe, valued and respected.

The school curriculum is inclusive, and issues of racism and bullying are addressed within it, specifically in PSHE.

Racism is:

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

Stephen Lawrence Inquiry, 1999.

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

Stephen Lawrence Inquiry, 1999.

The term racist bullying refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status.

All instances of racist bullying in schools are racist incidents, as defined by the Stephen Lawrence Inquiry report cited above. Not all racist incidents, however, are necessarily instances of racist bullying. This is because they do not all have the features of bullying. For example, if two pupils have an argument in the playground, and if in the heat of the moment the one uses a derogatory term about the other's cultural or ethnic background, this would be recorded as a racist incident; it would probably not, however, be thought of as an example of bullying. Or if a pupil uses inappropriate language in a classroom discussion this too might be recorded as a racist incident, but would not be thought of as an example of bullying.

- Within our schools we acknowledge that racism exists in wider society, and that it can lead to racism and racist bullying in schools. We listen to, and take what pupils are telling us very seriously, giving them time when necessary, to express what they are feeling. It is important, in all considerations of racism, to start with the perceptions of people at the receiving end – their feelings of astonishment, disbelief and shock, of threat and fear and anger, of diminished self-confidence, of their parents and friends being insulted and rejected as well as themselves. Also, it is crucially important to note and encourage their resilience and resistance in developing a calm resolution not to let their experiences of racist intolerance get them down permanently.
- We record and take action on racist incidents.
- Pupils know that racism will not be tolerated and that it will always be dealt with.
- Strategies for both prevention and intervention are in place

Our approach to bullying incidents

Although we endeavour to provide a happy, safe environment for pupils, staff and parents (promoting an 'anti-racist' culture) we know that we may not be immune to incidents of racism. However, our approach to any incident is very clear.

Racism of any kind is unacceptable and is immediately investigated.

Strategies have been introduced to reduce the possibility of racism. These include raising awareness about racism and our policies relating to bullying, discipline and positive behaviour. They increase understanding for those involved in racism; and teach pupils how to manage relationships in a constructive way. We work with positive behaviour within our school community in many ways.

With Children:

We place our expectations for positive behaviour and anti-racism within the curriculum (PHSE, PATHS, Drama,) so that children can regularly reflect on themselves and others in a citizenship context.

With Parents/Carers:

- Parent/carer questionnaires, annually
- Parent/Carer Support Advisor
- 'Open door' policy for parents/carers to come in and talk with staff and members of the leadership team.

With Teaching and Support Staff:

- Clear guidelines on positive behaviour management
- INSET training days
- By regularly reviewing Racist Incidents

With Governors:

- Through reports from the Heads of School at committee meetings.
- By regularly reviewing Racist Incidents with the Chair of Governors
- Reporting to the Full Governing Body every year

What happens when the School becomes aware of an incident?

The Head of School should be informed of any racist incident in the first instance. The Head of School will inform the Executive Deputy as required.

The following procedures will be followed

- Thank the person (child/children/parent/guardian) for telling you, and if appropriate, reassure them that they have done the right thing by telling you.
- Discuss the details of the racist incident with those directly involved, recording outcomes.
- Identify and any witnesses.
- Interview witness/es.
- Explain the allegations to the perpetrator(s) and ask them to tell the truth about the situation. Make it clear that this is only an investigation at this stage but it is serious.
- If racism is admitted, make it understood that racism is not acceptable. Tell them what effect it has on the self-esteem and education of the person being abused as well as other children in the class/school.
- If the allegation of racism is denied, investigate further. If there is sufficient evidence that the racism occurred, inform the perpetrator.
- Consider what punishment is appropriate but a verbal and written apology is a minimum.
- Parents of the pupil subject to racism and the perpetrator will be informed by the Head of School and given the opportunity to come to school to discuss the incident.
- Provide support for the child/children who have been subjected to racism. A mentor/named person will monitor and observe at break times and lunchtimes, and through discussion, make sure there is no repetition.
- Provide support for the perpetrator. This may include a programme to support behaviour. A mentor/named person will support the child during this programme.
- Provide additional opportunities in PSHE/PATHS for the children to discuss relationships, feelings and the effect racism can have on individuals. This will include re-iterating that it is OK for children to 'tell' a teacher when they witness, or are subject to, racism in the School.

Reporting

Racist Incidents are recorded internally when they occur and these records are kept securely with safeguarding files in accordance with GDPR guidelines.

There is an annual reporting process (in September) whereby the number of incidents are reported to the Local Authority as a numerical value, not identifying individuals or details of specific incidents.

Exclusions

In serious and persistent cases of racism the Executive Headteacher may have to consider excluding a pupil.

In general this involves the following:

- The Executive Headteacher will be responsible for the exclusion of pupils. The Head of School and/or the Executive Deputy have the delegated responsibility to take this action if necessary.
- When the decision is taken to exclude a pupil parents will be informed, the Authority and the Governing Body will also be informed in line with requirement set out in National guidelines.
- All exclusions will have regard to the guidance issued within current guidelines.

Dissemination of Information and Review of this Policy

Children are made aware of this Policy through assemblies, PATHs sessions and PSHE lessons.

The key principles are also supported by a number of events related to promoting positive behaviour, anti-bullying and citizenship.

The Executive Headteacher ensures that parents/guardians and all staff are familiar with the arrangements set out in this Policy Statement. A copy of this Anti-Racist Policy is on the School website and a paper copy available for perusal in the school, on request.