

CALSHOT PRIMARY SCHOOL

Anti-Racism Policy



'At Calshot we aim to provide the highest quality of learning and care for ALL children in a safe and enjoyable environment, nurturing personal values, in partnership with parents, carers and the wider community. We expect everyone in our school to strive to achieve their full potential.'

Policy ratified by the Governing Body on 18th May 2020

At Calshot Primary School we aim to ensure that pupils learn in a supportive, caring and safe environment, without fear of racism. We do this by developing a caring school, based on respect of self and of others, respecting people from different cultural, linguistic and ethnic backgrounds within an atmosphere of open mindedness and co-operation.

Racial Harassment

Racial harassment is any hostile or offensive action taken against individuals or groups because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of abuse:

Verbal

- Derogatory name calling
- Insults and racist jokes
- Insulting slurs
- Persistent teasing
- Ridicule of an individual for cultural differences e.g. food, dress etc

Physical Assault

- Hitting or kicking
- Spitting
- Taking personal possessions or belongings
- Threats of violence

Indirect

- Excluding from activities
- Refusal to co-operate with others
- Humiliation
- Racist graffiti
- Provocative behavior (wearing racist insignia)
- Bringing racist materials such as leaflets etc into school
- Incitement of others to behave in a racist way
- Racist comments in the course of discussion in lessons

Aims of the Policy

- To prevent incidents of racism
- To raise awareness of children, parents and staff, to enable racism to be detected and reported
- To ensure a consistent approach to dealing with racism
- To safeguard the rights of the individual to feel safe, secure and happy

Implementation

Any reported incidents of racist behaviour will be dealt with promptly, thoroughly and fairly and the following steps will be taken:

- If racism is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on an Anti-Racism Report Form and given to the Behaviour Co-ordinator
- The headteacher will interview all concerned and record the incident
- Class teachers will be kept informed of all developments
- Parents will be kept informed
- Sanctions will be applied in accordance with the school's Behaviour Policy

Please refer to the school's Internet and E-Mail User Policy for related information (also available in the school website).

Pupils

Pupils who **have been** affected by racism will be supported by:

- Offering an opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self esteem and confidence
- Offering the opportunity for mediation and conflict resolution

Pupils who **instigated racism** will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Informing parents/carers to help change the attitude of the pupil

The following disciplinary steps may be taken:

- Warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Fixed term exclusion
- Permanent exclusion

Within the curriculum, the school will raise the awareness of the nature of racism through lessons, assemblies, themed events and other relevant curriculum areas in an attempt to eradicate such behaviour.

Staff will make all pupils aware of the definition of racism and the consequences of bullying behaviour.

Statutory Duty of Schools

The headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent racism among pupils and to bring these procedures to the attention of staff, parents and governors.

Policy written by M.Wingrove (Head Teacher)

Policy ratified by the Governing Body on 18th May 2020