



ST JOHN'S ANGELL TOWN  
C of E  
PRIMARY SCHOOL  
ANTI -RACISM POLICY

*“Learning to make the world a better place”*

<b>Reviewed</b>	<b>Spring 2016</b>
<b>Next Review</b>	<b>Autumn 2018</b>

## **INTRODUCTION**

*'Christianity teaches that all are equal in the sight of God, and that when people are not treated as equals, a state of sin exists.'*

Sir Herman Ouseley, past Chair of the Commission for Racial Equality

In the light of the Christian faith, at St John's Angell Town CofE School, we attempt to glorify God by developing the full potential of each person, whether governor, parent, pupil, member of staff or visitor.

We recognise that discrimination exists in our society, on the grounds of race, culture, religion, gender, sexual persuasion, disability, class and intellectual ability. We firmly believe that it has no place at St John's Angell Town CofE School; that education can be used to help eradicate it and to help the victims of prejudice and hostility.

This policy concerning racial equality supports the overall Equality Policy at St John's Angell Town CofE School. It is recognised that there is considerable overlap between the two policies, but it is a requirement that our policies are structured in such a manner.

## **STATEMENT OF INTENT**

St John's Angell Town CofE School stands against racism and all forms of discrimination on the grounds of ethnic origin, religion, gender or disability. We are committed to combating all forms of unfair treatment, racism and all acts of racial harassment.

A racist incident, which may include name-calling, insulting remarks based on another person's colour, religion, culture, gender, disability and appearance, can be defined as "any incident which is perceived to be racist by the victim or any other person."

'This means that if anyone- the victim, a witness, parent or staff member- perceives an incident as racist, it should be recorded as such, regardless of any dissenting views. Anyone, regardless of his or her ethnicity, can be racially abusive.'

(Challenging Racism and Promoting Race Equality, Guidance to Schools, Lambeth Education, March 2000)

### **At St John's Angell Town CofE School we aim:**

- To promote justice, equality of opportunity and fair treatment for all and thereby allow all pupils, irrespective of their ethnic origin, to achieve the level of success and self respect which they deserve, whilst retaining their cultural identity.
- To provide an environment where racist assumptions, attitudes and behaviour are continually challenged.
- To develop in pupils an awareness of racism and to establish an environment where the school becomes effective in reducing prejudice and raising self-esteem.
- To prepare children for living in a complex multicultural society.

- To promote an understanding of a variety of cultures which values the positive contribution these make to the community.
- To provide a curriculum, which emphasises the positive aspects of all cultures, and to give children the confidence that racism can and must be eradicated.
- To recognise that the pupils themselves are often the most valuable multicultural resource within the classroom and their experiences are valued and shared and to adopt the view that a cultural diversity is a positive advantage.
- To recognise in our teaching the contributions to the development of Science, Technology and the Arts which have been made by different cultures.
- To contribute towards imparting a sense of citizenship in the pupils.
- To ensure that adults will, by careful use of language and choice of resources, avoid reinforcing stereotypical views of society.
- To ensure that all subject co-ordinators will continually review their schemes of work in the light of this policy with respect to content, methodology, aims and resources.

**The teaching and support staff will:**

- Take action against all racist behaviour.
- Challenge stereotypes and racist bias in curriculum materials through discussion or withdrawal of materials.
- Provide learning experiences, which recognises the values and strengths of cultural diversity.
- Improve resources to reflect a multi-racial and culturally diverse society.
- Promote a culturally diverse environment through displays, labels and other materials as appropriate.
- Record incidents and persistent offenders.
- Identify and supervise potential trouble situations.
- Encourage children to speak out against racist attitudes.
- Provide opportunities for children to discuss discriminatory issues.
- Continue to develop social skills in all pupils.
- Develop assertiveness skills in potential victims.
- Develop feelings of empathy and respect for other people's views.

- Use the curriculum to transmit messages about what constitutes acceptable attitudes.
- Provide staff with appropriate training on issues concerned with racism.
- Involve the expertise of outside agencies.

## **PROCEDURES FOR DEALING WITH RACIST INCIDENTS**

### **Support for the victim:**

- Take immediate and appropriate action- assistance and support.
- Encourage the pupil to explain fully exactly what has happened and to express their feelings, concerns and anxieties.
- Re-state the firm policy of the School towards such action.
- Explain the action that will be taken to deal with the incident.
- If appropriate, arrange a meeting or contact parents/carers to discuss the incident and explain the action taken by the school.
- Report racist incidents to the Local Authority.

### **Dealing with the accused:**

- Talk to the accused about what happened and why he/she/they became involved.
- Explain firmly the wrong done and re-state the intolerance of the School to such behaviour.
- Instigate appropriate sanction in line with Behaviour Policy.
- Arrange to meet with parents/carers, if appropriate.
- Provide relevant guidance/support/counselling to prevent re-offending (i.e. to educate against prejudiced attitudes).

In the event of serious and persistent racial harassment, the Headteacher and/or Senior Staff (after discussion with the Governing Body) may consider action such as:

- Exclusion during break/lunchtimes.
- Exclusion from the school for a fixed term or on a permanent basis.
- Reporting the incidents to the Local Authority and/or the Police.

## **RECORDING and REPORTING ALL RACIST INCIDENTS**

- The Headteacher and /or Deputy Headteacher should be informed of any incident which may have been motivated by racism.

## **MONITORING**

*All racist incidents will be monitored by:*

- The Headteacher
- The Leadership Team
- All staff
- Governors

## **IMPLICATIONS FOR THE SCHOOL**

In dealing with the impact on the School it may be necessary to:

- Hold a staff meeting to share information and decide on course of action.
- Plan an Assembly to address the issues.
- Consider a curriculum focus to deal with concerns.
- Organise Circle Time to incorporate some of the sensitive issues involved.

Again, if the incidents were to become serious or persistent it may be necessary to enable discussions of the matter if there were to be a possibility of rumour distorting the facts. It may also be considered appropriate to send a letter to parents/carers explaining matters and actions taken by the School.

Agreed Governors on: Spring 2014  
Signed By: Rev Rosemarie Mallett  
Designation: Chair of Governors  
Next Review: Spring 2018