

King George V Primary School



Anti Racism Policy

March 2016

ANTI-RACISM POLICY

Introduction

- King George V Primary School has a deep commitment to providing a safe, secure and happy learning environment in which all children feel valued and respected.
- A respect and understanding of the cultural diversity within the school and its community is actively promoted and celebrated.
- The school takes racism very seriously and will take appropriate action to combat any incidents deemed to be racist in nature.

Our Aims:

- To make school a safe and welcoming place for all its members.
- To instill in pupils a positive awareness of the value of all people.
- To establish within the school an atmosphere of respect, which reduces prejudices and raises self-esteem.
- To ensure all pupils, irrespective of their ethnic origin, achieve the level of success and self respect which they deserve, whilst retaining their cultural identity.
- To provide an environment in which racist assumptions are constantly challenged.
- To provide a curriculum which encourages the valuing of cultural diversity and prevents racism, in order to reflect better the needs of a diverse society and which emphasises the positive aspects of all cultures.
- To give children the knowledge, that racism can and must be eradicated.
- To teach children that they have a responsibility, as citizens of our society, to eradicate racism.

This policy is closely linked, and complementary, to numerous other school policies which underpin the school's caring, whole school approach to the education of all children.

The definition of a racist incident:

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

(McPherson Report 2000)

It is important to recognise that racism can take many different forms e.g.

- Verbal abuse - name calling, insults, taunts, etc.
- Written abuse and vandalising of belongings.
- Attacks on personal property or offensive gestures.
- Constant unfounded complaints against another child.
- Refusal to work or play with particular children.
- Physical abuse or threats.

- All forms of racist behaviour should and must be dealt with as a serious matter.
- Lack of intent does not excuse behaviour. Unintentional harassment should also be dealt with as a serious matter.
- A 'victim' does not have to be present or targeted for an incident of racist behaviour to have occurred.

All incidents of racist behaviour should be challenged, including that of adults, not to respond may be seen to condone the behaviour.

In dealing with such incidents it is essential that the member of staff challenges beliefs and views of the child or group who have carried them out. In this way the education and understanding that another person has the right to equality and freedom from harassment will be effective.

A sensitive approach in dealing with such incidents should leave the child who has experienced harassment feeling that the incident has been dealt with fairly and that they feel supported by that adult. The child should be reassured that in the unlikely event of a repetition of such an incident they can feel confident to report it to any member of staff and know that it will be dealt with properly.

Responding to Racist Incidents

Members of staff should apply the policy consistently.

The perception of the person who has experienced harassment should be given priority.

All racist incidents must be taken seriously and dealt with immediately, using the following procedures.

The children should be initially spoken to individually. On some occasions, at a later stage, it may be appropriate to sit all concerned round the table for a discussion of what happened and for each to share their feelings.

The Victim

Give the victim an immediate, sensitive and supportive response to the incident.

Take their complaint seriously.

Person initially dealing with incident.

- Allow a full expression of feelings.
- Find out what happened, at least in general terms.
- Agree with the individual(s) what will happen next and/or when you will next talk to them.
- Refer onwards.

The Offender/Perpetrator:

Person initially dealing with incident.

- Find out what happened, at least in general terms.
- Make known to them the complaint and ask for their response.
- Agree with the individual(s) what will happen next and/or when you will next talk to them.
- Speak to all those who may have witnessed the incident and ask them to give an account of what they personally saw and heard. (If the incident is particularly serious it may be necessary to involve a senior member of staff before speaking to other children)
- Refer onwards.

Head Teacher (or Deputy Head Teacher in Head's absence)

- talk to all of those involved
- Ensure that they know that you have dealt with the incident seriously.

If it is clear that the complaint is upheld (including where it was unintentional):

- Define the unacceptable behaviour and explain to the perpetrator why it is unacceptable.
- State clearly what change in behaviour you expect. Check the perpetrator understands what you have explained.
- Agree what the child is going to do, to help redress the situation.
- Inform the parents of the child/children involved.
- Record incident
- If appropriate/necessary notify the parents in writing of the school's expectations and possible consequences if the behaviour is repeated.

The broader school community

Ensure that the seriousness and unacceptability of any incidents is communicated to all who have knowledge of it.

Ensure that the children more broadly involved in incidents, e.g. bystanders or witnesses, are actively involved in understanding:

- What has happened.
- Their responsibility.
- Their feelings about the incident.

This is often best dealt with through circle time. Remember, when issues of this nature are being dealt with by a class, individual's names are not used. It is the behaviour which we are rejecting not the child.

Unintentional Racist Comments

Definition:

Curious comments, questions or observations made or asked by a child which were not meant to be hurtful, but may be perceived to be racist by another person.

Action:

- Discuss issue with all parties involved.
- Inform the Head Teacher.
- Record incident

The Head will monitor the number and type of incidents every term and report in the Head Teachers' termly report to *Governors*, for discussion and action when appropriate.

This policy will be reviewed annually.