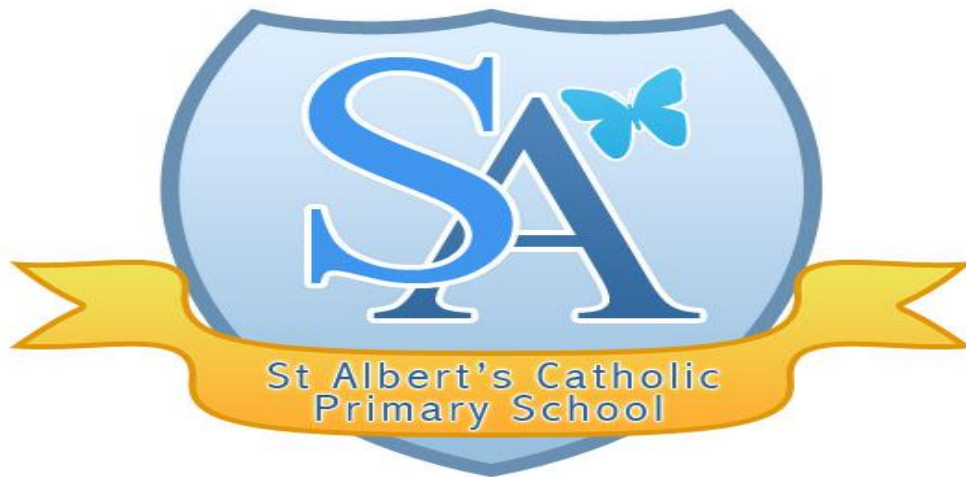


St Albert's Catholic Primary School
Reviewed March 2015

ST ALBERT'S CATHOLIC PRIMARY SCHOOL



ANTI- RACISM POLICY

MARCH 2015

Introduction

St Albert's mission statement,

*'Educating the children and serving the community, in the love of
Jesus Christ'*

is at the heart of all we do. At St Albert's all children are taught that everyone is made in the image of God and, therefore, to be treated equally; with love and respect.

At St Albert's we value the individuality of all of our children and are committed to giving them all every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied experiences and needs.

This policy is intended to help to ensure that this school promotes the individuality of all children, irrespective of ethnicity or religion and protects individuals and groups against any form of racism

Aims

To counter all forms of racism amongst children, staff, governors and parents by:

- Developing respect and self respect.
- Developing a culture in which difference is not only respected but celebrated.
- Developing an awareness of the similarities and differences between people.

Examples of Racist Incidents

- Racially motivated physical attacks.
- Physical threats, intimidation or harassment, including attacks on possessions.
- Ostracism in the classroom, playground or working groups.
- Verbal racist abuse of any kind.
- Racist jokes including jokes about other nations or particular groups.
- Graffiti that is racially offensive.
- The wearing of racist badges, T-shirts etc.
- Distributing racist literature, including jokes, cartoons, drawings etc.
- Encouraging or provoking others to commit any of the above.
- Negative attitudes or comments which are knowingly racially intended

Strategies for dealing with Racism

- Using agreed procedures consistently.
- Pro-active approach to Anti- racism.
- Direct teaching
- Using the curriculum regularly and consistently as a vehicle to address all areas of racism.
- Open discussion of sensitive issues to ensure understanding
- Using support from other agencies ie Anthony Walker,
- Portraying positive images of all types of people through the use of display, resources and reading materials.
- Celebrating different cultures through the school's assembly programme and its multi-cultural curriculum activities.
- Developing links with other schools both nationally and internationally to develop in the children an understanding and appreciation of difference.
- Developing links with the community
- Celebrating difference and encouraging respect for others through the weekly Circle Time sessions.

Procedures for dealing with Racist Incidents

Racist incidents will be dealt with in the same way as other unacceptable behaviours as outlined in the school's Behaviour Policy and Anti-Bullying Policy.

In addition;

- All racist incidents involving pupils are logged in the Racist Incident Book.
- All racist incidents will be reported to the Local Authority in line with LA guidance.
- Any incidents of adult racism will be reported to and dealt with by the Headteacher.
- All members of the school community are responsible for addressing racist incidents.
- All incidents should be considered serious and dealt with as soon as possible.
- Adults should respond with clear statements of disapproval.
- The victim should be supported and should be aware that action will be taken. Children suffering from harassment need to know that they can approach a member of staff about it. This is reiterated through the school's assembly and circle time programme.
- The perpetrator should also be supported and re-educated.
- Restorative practice may be used if appropriate.

Consequences for Perpetrators of Racist Incidents

1. Any racist behaviour will be dealt with according to the procedures for unacceptable behaviours outlined in the Behaviour and Anti-Bullying policies.
2. The perpetrator will be made aware that their behaviour is racist and that it will be recorded in the Racist Incident Book.
3. The Headteacher/SLT or Learning Mentor will discuss the incident with the perpetrator, making it clear what modification in behaviour is required.
4. Headteacher/SLT or Learning Mentor will inform the parents/carers in a meeting, and if this is not possible, by letter /telephone. Parents will be invited to discuss the matter.
5. If racist behaviour is persistent, Governors will consider exclusion.

Implementation of the Policy

- Staff will receive training on the policy and the procedures to follow when a racist incident is witnessed.
- Assembly and Circle Time themes will be used, based around 'Respect', 'Accepting Others', or the 'Community'. Focus weeks will take place.
- Differences will be celebrated throughout the school's multi-cultural activities, after which artwork is displayed around the school.

MONITORING

- The Headteacher/Ethnic Minorities Co-ordinator will monitor the Racist Incident Book.
- Statistics of racist incidents will be reported to the Governing Body.
- Issues arising will be reported to the staff and further action taken where necessary.
- This policy will be reviewed annually.