



Anti-Racism Policy

2020-21

Introduction

All pupils should be able to enjoy their educational experience at our school unhindered by discrimination.

We teach our children that our society is enriched by the ethnic diversity, culture and faith of all of its citizens.

Our Open Doors curriculum teaches our children about the world, understanding and celebrating the diversity of cultures, faiths and ethnicity within our local and wider community.

We ensure that the culture and ethos of the school are such that, whatever the ethnicity, heritage and origins of members of the school community, everyone is equally valued and treats one another with respect.

Our pupils are provided with the opportunity to experience, understand and celebrate diversity through all aspects of the curriculum and through extra-curricular events and activities.

We will work tirelessly to eliminate discrimination through all systemic, societal and educational means.

The definition of institutional racism

"The collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people"

The definition of racial harassment

"Where a person treats another person less favourably *on racial grounds* than he treats, or would treat, someone else. 'Racial grounds' means any of the following grounds: colour, race, nationality (including citizenship) or ethnic or national origin".

Race Equality Policy

Examples of Racial Harassment:

- **Verbal Conduct of a Racist Nature:** Derogatory name calling, being subject to racist jokes or pranks, malicious comments, hostile attitudes
- **Non-Verbal Conduct of a Racist Nature:** Display of racist material, graffiti, damage to personal property, denial of opportunities or exclusion from social activities because of ethnic origin or on the grounds of race.
A person who has experienced a racial incident can be said to be the victim of racial harassment.

The definition of a racist incident

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

Implementing and reviewing Race Equality – roles and responsibilities

- The head teacher is the named person with responsibility for implementing, monitoring and evaluating this policy.
- Matters relating to racial equality should appear regularly on the agenda of Senior Leadership Team meetings, Governors meetings and Whole School Staff Meetings (at least termly and more often if issues need to be addressed)
- Senior Leaders, Subject Leaders and Teachers should be aware that the curriculum may perpetuate stereotyped attitudes and to review the curriculum on an ongoing as well as annual basis to ensure such issues are addressed
- Teachers should be encouraged to examine the cultural assumptions and biases contained in their own attitudes as well as in the material content of the syllabuses and resources.
- Seven Stars staff should be aware of, value and celebrate the diversity of cultures, religious beliefs and ethnicities of all pupils in their class and across the school.
- All pupils must be encouraged through the curriculum to explore and share the ideas and opinions of others recognizing the breadth of views across society and being confident to challenge in a productive way any inherent racial stereotyping or discriminatory views.

Dealing with racial abuse

Negotiations are the key to success when dealing with racial abuse or racist incidents. It is, therefore, essential that any attempt at defining procedure should not remove the possibilities of compromise and re-adjustment among the parties concerned. Understanding and education are vital to achieving changes in attitudes.

Pupils should be encouraged to discuss any instances where racial harassment occurs or where the promotion of racial equality is hindered. This could be individually with their teacher or with other members of staff such as the Inclusion Mentor, Teaching Assistants or Senior Leaders.

The head teacher is responsible for the race equality policy and will, with the help of the wider leadership team, be involved in dealing with all incidents to ensure consistency of action.

Incidents of racial abuse or harassment between pupils and from pupils to staff

Staff should bring to the attention of the head teacher any incident in which they are victims of racial harassment or abuse in the course of their duties in school or in relation to any matter link to the life of Seven Stars school.

Pupils should feel able to report to staff any instance of racist behaviours.

In cases of racial abuse the victim will be informed of the action taken to deal with the offence, parents, staff and governors will be informed of the action taken to deal with the offence.

In all cases the incident will be reported on CPOMs and reported to the Governing Board with clear indication of the actions taken and outcomes from monitoring.

Appropriate disciplinary sanctions will be applied from the school behavior policy consistent with the age and understanding of the perpetrator of the abuse.

Incidents of racial abuse or harassment between members of staff

Any member of staff who has been subject to racial abuse or discrimination from another member of staff should immediately inform the head teacher of the incident. The head teacher should instigate an immediate investigation into the complaint. Every effort should be taken at this stage to resolve the difficulties.

Where there is a total inability to resolve the difficulties and there is a case of serious abuse the complaint should be pursued in exact accordance with the agreed Disciplinary Procedures for Teachers.

At any time the aggrieved member of staff has the right to communicate the issue to the Commission for Racial Equality and legal proceedings might well be instigated.

Where issues are related to an individual's professional development, the member of staff concerned should communicate with the head teacher (and reference should be made to the school Whistleblowing Policy if the member of staff is not happy that the complaint is being taken seriously or dealt with appropriately).

Incidents of racial harassment or racial abuse from a member of staff to a student

If a teacher is accused of action contrary to Seven Stars School's Race Equality Policy the pupil will be interviewed by two members of staff which will include a member of the school Senior Leadership team.

The aim of this meeting will be to establish the facts. The member of staff concerned should be given the opportunity to discuss the circumstances with the head teacher in the presence of, if appropriate, the teacher's union representative.

In the event of a failure to negotiate a solution satisfactory to both parties and where there is a legitimate case the LA's Disciplinary Procedure for Teachers should be invoked.

Incidents of racial harassment or racial abuse involving a visitor to the school-parent, governor, contractor or any other visitor.

Seven Stars R.C. primary School considers parents, governors and all other visitors to the school, including contractors, to be within the remit of this policy when on the school site or on the telephone to a representative of Seven Stars School.

The victim of harassment should immediately inform the head teacher or deputy head teacher of the incident.

The head teacher has the responsibility for racial equality and should instigate an immediate investigation into the complaint.

Every effort should be taken at this stage to resolve the difficulties. This will involve explaining to the perpetrator the unacceptability of behaviour and the request for it to stop immediately.

Any incidents of racial discrimination on the school grounds by parents/carers, governors, visitors or contractors will be recorded.

Where there is a total inability to resolve the difficulties and there is a legitimate case of serious abuse the perpetrator will be banned from the school site and a complaint will be referred to the police.

Where a visitor is the victim of racial harassment the school will deal with the incident according to the policy detailed above.

The victim will be supported by the school and signposting to supporting groups and services.

Recording Information

In the case of an abuse of Seven Stars School's Race Equality Policy the following steps will be taken:-

Pupils

The head teacher will record the incident on CPOMs (including actions and follow-up).

Actions will be implemented appropriate to the age and understanding of the pupil/s involved and may include:

- Whole class or whole school focus (e.g. through assemblies, lessons, events)
- Small group or 1:1 intervention educating the pupil/s about the issues around racial discrimination using appropriate materials
- Meetings with parents
- On-going monitoring of the situation to ensure change is taking place in attitudes and understanding

Staff

The head teacher will record the incident (and actions taken) on the appropriate confidential file / CPOMs

Actions will be implemented which may include:

- Whole school staff meeting and training to remind all staff of anti-discriminatory practices and expectations
- On-going monitoring of the situation to ensure change is taking place in attitudes and understanding
- Individual training for the staff member if appropriate and necessary

The purpose of these procedures and strategies is to correct the alleged perpetrator and also to demonstrate support for the aggrieved.

Where the complaint is against the head teacher this should be raised with the Governing body.

Governors

Details of racist incidents will be forwarded to the Chair of the Governors.

In the interests of confidentiality, the incidents will be discussed by the Governing Board without reference to names (Only the Chair will have full details of pupils or staff by name)

The Head teacher and Chair of Governors will submit a termly report to the full Governing Body which will include a summary of any key issues relating to racist incidents.

Monitoring by Ethnicity

Seven Stars School recognises ethnic monitoring as essential to ensure that minority ethnic students are not being disadvantaged, and that monitoring leads to action planning.

(Essentials are in **BOLD** type)

We will monitor:

- **Admissions**
- **Attainment**
- **Attendance**
- Punctuality
- Rewards
- Sanctions
- **Racist incidents and action taken**
- **Exclusions**
- SEN
- **Selection and recruitment of staff**
- **Governing body representation and retention**

This policy will be reviewed and monitored annually by the staff and governors at Seven Stars School on an annual basis or more often if required

Date of next review: 14/11/21

M C Mitchell

(Head teacher)

Resources and links:

Equality Act guidance:

<https://www.gov.uk/guidance/equality-act-2010-guidance>

Teaching diversity in the classroom:

<https://www.prodigygame.com/main-en/blog/diversity-in-the-classroom>

British council guidelines for inclusion and diversity:

<https://www.britishcouncil.es/sites/default/files/british-council-guidelines-for-inclusion-and-diversity-in-schools.pdf>