



## ST PETER'S CATHOLIC PRIMARY SCHOOL

### Anti-Racism Policy

*Christ is at the heart of our school community; through loving, living and learning together, we grow as the person God calls us to be.*

#### **Rationale**

At St Peter's a key objective is to prepare children to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance, respect and co-operation. We want every child to reach their full potential in a happy and safe environment. This policy applies to all forms of discrimination on the basis of a person's colour, origin or culture.

#### **Aims**

At St Peter's we continuously strive to live our school mission statement through all actions, thoughts and words. We place Christ firmly at the foundation of the entire learning process. Underpinning this is the recognition that each person is unique and should be valued and respected. The school aims to provide a secure and welcoming place for all children and adults in which each person is valued with high self-esteem. We aim to encourage the development of the whole child – body, mind and spirit, providing equal opportunities for all.

This is our policy for dealing with all forms of racist behaviour; where racist language, attitudes and behaviour are positively challenged. Staff and children feel confident and able to question the use of stereotypes and prejudices. In light of this, racism in any form will not be tolerated. We promote the right to be treated fairly and the right to feel safe.

#### **Racial Harassment**

Racial harassment is any hostile or offensive action against individual or group because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse.

#### **Categories of racist abuse:**

##### **Verbal**

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

##### **Physical Assault**

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

### **Indirect**

- Exclusion from activities and refusal to co-operate
- Humiliation
- Spreading nasty rumours
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia
- Bringing to school racist materials such as leaflets, comic or magazines
- Incitement of others to behave in a racist way
- Racist comment within class discussions
- Attempts to recruit others to racist organisations and groups

At St. Peter's we are committed to equal opportunities for all and are opposed to all forms of racist prejudice and unfair discrimination.

### **Curriculum**

The curriculum is a strong means of addressing racism and promoting equality of opportunity for all children. Within every school experience, racist attitudes, misconceptions and stereotypes are discussed, challenged and addressed.

The 'British Values' are reflected in all we do at St. Peter's and is reflective of the fact that British society is one that is both multi-ethnic and culturally diverse.

The 2014 National Curriculum states that:

Schools must 'offer a curriculum which is balanced and broadly based and which:

- Promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and
- Prepares pupils at the school for the opportunities, responsibilities and experiences of later life.'

### **Ethos**

As a Catholic School we endeavour to live out our Mission Statement. Central to our ethos is the recognition of the dignity of the human person as expressed in Catholic Social teaching; all members of our community and beyond, being equally valued and respected. The Gospel Values of integrity, humility, gentleness, truth, justice, forgiveness, mercy, tolerance, peace and service are central to school life.

All staff and Governors undertake Channel, Prevent training to ensure they are fully aware of potential situations that could be detrimental to the ethos of our school.

### **Books and Materials**

- We will select text and materials that take into account appropriateness in today's multi-cultural society.
- We will not use any book with myths and stereotypes on which prejudices and hatred feed.
- Materials in school will be examined for racist bias and either withdrawn from use or used as a resource to promote discussion on racism and racist content.
- Positive steps are taken to ensure good practice with regard to the purchase of books and resources, which reflect the multi-racial and culturally diverse society in which we live.

### **Staff**

- The Headteacher will draw the attention of all staff to issues of racism by:
  - Putting the issue of racial harassment on the safeguarding agenda for discussion if there has been a highlighted concern.
  - Examining school practices and procedures to tackle racism.
  - Drawing upon the advice and experience of others, including other schools and those with specialist knowledge and experience.
  - Agreeing to common strategies to improve our learning environment.

### **Training**

All staff and Governors undertake Channel, Prevent Training to raise awareness.

### **Supporting Victims**

At St. Peter's, we will:

- Give immediate reassurance and support.
- Ensure a member of the Senior Leadership Team explains the school's zero tolerance policy towards any form of racism.
- Give opportunities for the child to express their own concerns and feelings.
- Provide the opportunity to discuss the incident with the school's Family Liaison Officer.
- Support from external agencies can be sought in cases of repeated racist incidents.
- Parents of children who express racial extremities will be notified.
- All staff will be ready to discuss and follow up the child's and/ or parental concerns.
- Follow the school's behaviour and discipline policy as refer to the anti-bullying policy as necessary.

### **Dealing with the Perpetrators**

**All Categories mentioned before will result in the following actions being taken:**

- Report to Headteacher or Deputy Headteacher where they will explain the reasons behind the school's policy for zero tolerance towards anti-racism.
- No member of staff will ever ignore any form of verbal abuse in the school.
- The Headteacher or Deputy Headteacher will investigate the incident and will record and monitor conversations.
- Any incident of racist abuse, no matter what form, will result in the child being placed on the CPOMS system and the incident details logged.

- Pupils who are recorded on CPOMS for a Racial Incident on more than one occasion may be subject to a fixed term exclusion and ultimately a permanent exclusion if this unacceptable behaviour does not stop.

In the case of a very young child making racist remarks, a discussion will take place with the child and parent. It is for the Headteacher to decide on the innocence of the remark.

All incidents will be reported to the Headteacher or Deputy Headteacher as soon as possible. All incidents are entered in the CPOMS secure system and alerted to the Headteacher and Deputy Headteacher. Any Racial incidents are reported in the Headteacher's report to Governors.

### **Members of Staff**

A whole school anti-racist policy will be fully effective if every teaching and non-teaching member of staff understands the policy and is committed to implementing it.

Staff **must** lead by example:

- Racist behaviour must be regarded as unprofessional and therefore a disciplinary offence.
- Where a child, parent or member of staff is racially abused by another member of staff, the following procedure will be followed:
  - Known incidents reported to the Headteacher.
  - The Headteacher will seek to resolve the issue.
  - In cases where the parents or children are not satisfied with the actions taken by the Headteacher, they should be informed of their right to make a formal complaint to the Chair of Governors.
  - The Chair of Governors will investigate the case and will take appropriate action following the complaints policy.
  - Racist behaviour by any member of staff would be considered as gross misconduct and the person concerned subject to disciplinary action.
  - The school will make the complaints procedure known to all children and parents and available on the school website.
  - In a case where a member of staff is racially abused by any child, parent or other member of staff, the complaint should be dealt with using the disciplinary procedure.

Policy reviewed January 2024

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Headteacher: Mrs Cate Gili-Ross