



Anti-Racism Policy

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1. The Aims of the policy

The main objective at Willow Bank is to prepare children and young people 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.

Willow Bank aims to provide a secure and welcoming place for all children & young people in which each person is valued with high self-esteem. 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.

2. 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

Such behaviours can severely affect a child's ability to learn effectively, and the effect of harassment can remain with a person throughout their life.

3. Legal Context

- The Race Relations Act 1976 requires Local Authorities to ensure that the provision of education is carried out with “due regard to the need” to eliminate unlawful discrimination to promote equality of opportunity and good relations between persons of different racial groups.
- Intentional harassment is now an offence under The Criminal Justice and Public Order Act 1994.
- A person is guilty of an offence if, with intent they:
Use threatening, abusive or insulting words or behaviour, or
Display any writing, sign or other visible representation that is threatening, abusive or insulting, thereby causing that, or another person, harassment, alarm, or distress.
- Willow Bank school is committed to equal opportunities for all and is opposed to all forms of racist prejudice and unfair discrimination.

4. 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 Willow Bank 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.’

5. Ethos

Our ethos is one of respect for all people within our world. 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, Deputy Headteacher, and Assistant 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 Prevent Training to raise awareness

6. Supporting Victims

At Willow Bank School 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
- Use the school linked Police Officers to determine If further action is needed to be taken against a pupil
- Give opportunities for the child to express their own concerns and feelings
- Provide the opportunity to discuss the incident with the school's Mental Health Lead (Ms Duffy) or DSL (Mr McKune)
- 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

7. 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
- Deputy Headteacher and the school linked Officers will investigate the incident and will record and monitor conversations
- Pupils who are involved in Racist incidents 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.

8. Monitoring and reporting incidents

Staff to report all incidents to the Deputy Headteacher or Lead for safeguarding and achievement. All incidents are recorded in SIMS and on the appropriate incident form. Incidents are to be included in the Headteacher's report to Governors.

9. 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:

1. Known incidents reported to the Headteacher
2. The Headteacher will seek to resolve the issue.
3. 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.
4. The Chair of Governors will investigate the case and will take appropriate action following the complaints policy.
5. Racist behaviour by any member of staff would be considered as gross misconduct and the person concerned subject to disciplinary action.
6. The school will make the complaints procedure known to all parents and is available on the school website.
7. 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.

Appendix 1 Racism Report Form

Willow Bank Racist Incident Report Form

Name of the person completing the form:

Date reported: Date occurred (if different):

1. Names and Details of those involved: – Please add information to supplementary sheets if more than 2 involved on either side:

	Person(s) alleged to have used Racism.		Person(s) alleged to have had Racist words used against them.	
	1	2	1	2
Name(s)				
Age				
Gender				
Ethnicity (if known)				
Religion (if known)				
Disability, (if known)				
(Class Group)				

2. Type/Nature of Alleged Racist behavior:

Written e.g., graffiti, notes, letters, writing on jotters, written threats, ridicule through drawings	
Verbal e.g., racist name-calling, sarcasm, discriminatory comments during classes	
Physical e.g., mimicking racist actions	
Incitement e.g., encouraging others to bully, behave in a racist, sexist, or discriminatory manner; wearing discriminatory insignia such as sectarian or racist badges, distributing racist or other discriminatory literature	

3. Events leading up to the incident:

(Please specify)

4. Please indicate the investigative procedures carried out:

Interviewed pupils involved	Interviewed witnesses	Discussed with parents of victim(s)	Discussed with parents of perpetrator(s)	
Other (please state)				

5. Resolution of the incident:

(Please specify)

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6. Please indicate the investigative procedures carried out:

Interviewed pupils involved	Interviewed witnesses	Discussed with parents of victim(s)	Discussed with parents of perpetrator(s)
Other (please state)			

7. Please indicate action taken with respect to the perpetrator(s):

Support from staff	Support from other pupils	Counseling	Peer mediation	Restorative practice
Verbal reprimand	Final Warning	Written Punishment	Detention	Exclusion
Letter to parents	Police Involvement	Another agency	Other action	

8. Please indicate action taken to support victim(s):

Support from staff	Letters to parents
Support from other pupils	External agency involvement
Other (please specify)	

9. Please indicate at what stages, if any, this will be monitored/reviewed:

One week	One month	Six months	Other
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Incident closed Date of closure:

Further comment, if required:

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Signature:

Print Name:

Designation:

Date:

This form can only be signed off by a member of SLT.

Appendix 2 Connecting Policies for Safeguarding purposes

Willow Bank School believes it is very important that policies relating to Safeguarding issues, across the school, are read in conjunction between one another. The Policies in question have been listed below:

- Safeguarding Policy
- Child Protection Policy
- Safer Recruitment Policy
- Health & Safety Policy
- Drug Policy
- First Aid Policy
- Anti-bullying & Harassment Policy
- Behaviour Policy
- Positive Handling and Guidance Policy
- Attendance Policy
- E-safety Policy
- Lone Worker Policy
- Sexual Violence and Sexual Harassment Policy