



REDSCOPE PRIMARY SCHOOL

POLICY FOR COMBATING RACIST BEHAVIOUR

January 2016

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Review Date: January 2016

Ratified by Governors 2013

Next Review: January 2018

Redscope Primary School is committed in its opposition to all forms of racist behaviour recognising two broad strategies as the way forward:

1. Providing children with care and education which increases their inter-racial understanding, develops mutual respect and promotes positive images of black and other ethnic minority communities, through the development of an appropriate curriculum and ethos.
2. Combating racist behaviour when it occurs.

Caring for and educating children for a Multicultural Society

This school will seek to provide a multicultural dimension to the curriculum which provides positive inputs and images in terms of ethnic origin, culture and religion. It will also endeavour to provide opportunities to enable children to develop an understanding of the pluralistic nature of society and to recognise and respect values and ways of living different to their own. This will include:

- Provision of a range of books, artefacts, pictures etc. reflecting positive images of our multicultural society. Resources will be scrutinized to avoid any material which presents stereotypical or demeaning images.
- Education about, and recognition of, the major festivals of the different cultures in our society.
- Provision of collective worship which includes stories from a variety of religions and cultures.
- Provision of learning activities and experiences which are appropriately matched to children's needs, including those which arise from cultural background.

The following major steps will be taken in dealing with racist behaviour:

- a. Identifying the racist behaviour.
- b. Supporting the victims.
- c. Dealing with the perpetrator.
- d. Monitoring.
- e. Recording and reporting the incidents.

a. Identifying racist behaviour

'Racism' in general terms consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture or ethnic origin.

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

(See also RMBC Policy and Procedure for Reporting Racist Incidents – RGFL website CYPS link)

Categories of racist behaviour

- a) Physical assault against a person or group because of colour and/or ethnicity and/or religion.
- b) Derogatory name-calling, insults and racist jokes.
- c) Racist graffiti
- d) Verbal abuse and threats.
- e) Incitement of others to behave in a racist way.
- f) Racist comments in the course of discussion in lessons.
- g) Ridicule for cultural differences eg. food, music, dress etc.
- h) Refusal to cooperate with other people because of their ethnic origins.

b. Support to the victims

A Victim or victims of racist behaviour will need immediate attention from a member of the staff in order to prevent the danger of shock and long-term suffering. An appropriate member of staff needs to explain to the victim the action taken and to express the attitude of the institution towards such behaviour giving the opportunity to children to express their own concerns and feelings.

In such cases, the headteacher / head of centre should meet the parents or relations of the victims to explain the action taken and to discuss the matter with them.

c. Dealing with the perpetrators

The following general procedures may be followed in dealing with the perpetrators:

Categories

a) Physical assault

Suggested Actions

- i. Report to the class teacher or headteacher as appropriate
- ii. Record in Incident file according to approved procedures.
- iii. Full report to the headteacher.
- iv. Full report to parents/guardians of victim and perpetrator.
- v. Take necessary action to prevent recurrence.

b) Derogatory name calling
insults and racist jokes

- i. Members of staff must not ignore any form of verbal racist abuse in the school.
- ii. Explain fully to the perpetrator that verbal abuse will not be tolerated.
- iii. Persistent offenders must be referred to the deputy headteacher or headteacher.
- iv. Record in Incident file.

c) Racist graffiti

- i. All racist graffiti in the school must be reported to the headteacher and should be removed immediately.
- ii. Regular checks should be made and steps taken to discourage reappearance of graffiti.
- iii. Record in Incident file.

d) Verbal abuse

(as in b)

e) Incitement of others to
behave in a racist way

(as in b)

f) Racist comments in the
course of discussions in
lessons

- i. Racist statements must not be allowed to go unchallenged.
- ii. Persistent offenders must be referred to the deputy headteacher or headteacher as appropriate.
- iii. Parents/guardians should be informed.

g) Ridicule an individual for
cultural differences eg.
food, music, dress etc

(as in b)

Categories

h) Refusal to cooperate with other people because of their race, colour, ethnicity, language or religion.

Suggested Actions

- i. Indicate that pupils are expected to work collaboratively. Every pupil should have the right to be included in school activities and the school should not exclude any pupil on racial, cultural or linguistic grounds from school activities.
- ii. Persistent offenders must be referred to the deputy headteacher or headteacher as appropriate.
- iii. Record in Incident file.
- iv. Parents/guardians should be informed.

For all categories: All recorded incidents should be reported to the LA on the appropriate forms (Copies of forms are available in Anti Bullying and Racist Incidents File on bookcase in Headteacher's office and in the staff room. See also CYPS link on RGFL website.)

Racist behaviour – members of staff

The Authority makes it clear that racist behaviour from any member of staff of school towards any child, parent or another member of staff will not be tolerated. Disciplinary procedures will be taken against offending staff.

Where a child is racially abused by a member of staff, the following procedures can be followed to deal with the matter.

- a) Known incidents must be reported to the headteacher
- b) The headteacher / head of centre must seek to resolve the issue.
- c) In case parents or children are not satisfied with the actions taken by the headteacher, they shall be informed of their rights to make a formal complaint to the LA.
- d) CYPS will investigate the case and will take appropriate action.
- e) Where the parents or children are still not satisfied they shall then be able to make a formal complaint to the governing body.
- f) Racist behaviour by any member of staff will be considered as misconduct and the person concerned will be subject to disciplinary action.
- g) The school will make the procedure of complaints known to the children or parents.

d. Monitoring racist incidents

Racist incidents will be monitored in order to:

- Get a full picture of the frequency and nature of racist incidents.
- Measure the effectiveness of the methods used by school in responding to racist incidents.
- Give the LA a statistical base for analysis of racist incidents.

e. Recording incidents

Records of all racist incidents will be kept. They will be kept in such a way that they give details of the offence itself, the person(s) concerned, action taken and sanctions imposed. Racist incidents may be recorded under the following categories.

- Racist violence and threat
- Racist abuse and insult
- Racist graffiti

The headteacher will provide the LA with an annual report on racist incidents and the school's response to them, using documentation provided.

In the case of incidents of racist violence the headteacher will supply a full written report on the matters together with a statement of how they have been dealt with.

The LA will designate an officer from the Education Department to monitor reported racist incidents. Regular reports will be produced by the designated officer to review the situation.

Working with parents

- Parents and the community will be made aware of the school's policy on combating racism.
- The school will sensitively challenge racist views which children may have learned through experiences at home and in the wider community.
- Parents will be fully informed and involved in discussions regarding racist incidents concerning their children.

Working with staff and governors

Issues of racism will be brought to the attention of the staff and governors by regular discussions as appropriate.

Conclusion

It is hoped that the development and implementation of this policy will help to create a positive learning environment, high expectations in terms of learning and behaviour and also good self-image for all children.

Links to other policies and procedures

Child Protection
Behaviour Management
Anti-bullying