



PLYMSTOCK SCHOOL

Anti-Racism Policy

Lead Officer: Headteacher

Date for Review: Autumn 2020

Rationale

Plymstock School has a predominantly 'White-British intake', so it may not be immediately apparent why our school should need an anti-racism policy. However, it is precisely because a significant number of our students have had little contact with, or experience of, other cultures that ignorance, confusion and misinformation could result and opinions about other cultures become stereotyped.

Across the UK when faced with racist attacks, graffiti and abuse it is often argued that the answer lies in better education, but because there may be little evidence of such incidents in our immediate local community, it is easy to leave the underlying attitudes unchallenged and to avoid educating young people about these issues.

We expect all children to find school a safe and welcoming place, where they are able to achieve success, irrespective of their nationality or ethnic background. It is not possible to achieve this if any of its members face prejudice or hostility because of their ethnic origins. Therefore, believe it is important to have in place an Anti-Racism Policy, to clarify our expectations, approach and which helps ensure equality of opportunity of education for all children.

By having such a policy, we give a clear message to everyone in the school community that racism will not be tolerated in any form.

Under the Race Relations Act 1976 the school has a duty to ensure that it eliminates unfair racial discrimination and to promote equality of opportunity and good community relations.

Under the Act it is illegal to discriminate directly or indirectly against an individual on grounds of racial origin or to stir up racial hatred. 'Racial grounds' are defined as race, colour, nationality – including citizenship – or ethnic or national origins.

Under the Criminal Justice and Public Order Act (1994) intentional racial harassment is a criminal offence. The Definition of a Racist Incident Home Office advice and the recommendation of the Stephen Lawrence Inquiry is that: "A racist incident is any incident which is perceived to be racist by the victim or any other person". This definition is designed to take account of the possibility of a racist dimension to a situation and to ensure uniformity of reporting.

The school also pays full regard to the Equality Act 2010.

Effective Promotion of Anti-Racist Practices

The School welcomes the diversity of cultures, backgrounds, faiths and beliefs and celebrates the home languages, dialects and accents of all pupils, staff and others associated with the school.

We will ensure that the school nurtures an ethos and environment where all are valued and where views are taken into consideration. This embraces a culture that enables all who teach and learn in the school to review their practices and behaviours, to have the confidence to build on prior experiences and to make appropriate changes.

All associated with the school are committed to dealing with incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name calling whenever they occur.

Principles

The school is an anti-racist establishment and is committed to:

- educating young people to successfully take their place in a multi-cultural Britain;
- promoting tolerance and understanding of others;
- addressing racism;
- ensuring action to support victims of racism;
- ensuring existing school policies address inappropriate behaviour around racism and other discriminatory practices;
- recording and reporting racist incidents.

Practice

Curriculum

We will use the curriculum to teach tolerance and opportunities across all subjects to support pupils in valuing cultural diversity and understanding.

We are committed to identifying cultural awareness issues across the curriculum, and to maximising opportunities both within and outside the classroom to promote greater understanding and to lead pupils towards becoming confident and positive contributors to their community and effective users of its services and facilities, according to their maturity. More specifically, there are regular opportunities available through our Life Education, Citizenship and EPIC programmes to prepare pupils to meet their responsibilities as citizens in a multi-cultural society.

Within this context the school will continue to teach pupils the difference between right and wrong and the need to respect one another as well as themselves. We will seek to promote racial harmony, prepare pupils for living in a diverse and increasingly inter-dependant society and specifically to address racism, sexism and other forms of discrimination.

The EPIC (Ethics, Philosophy and Culture) curriculum is also key in enabling pupils to gain insights into the origins and practices of their own cultures, and into those of the wider community.

Various trips, experiences and guest speakers over different year groups allow first-hand experience of different cultures and beliefs.

All teachers are expected to respect the rights of others and to respect those with different beliefs: expressing a personal view in an unprofessional way would be considered inappropriate.

Social Inclusion

As an inclusive school, leaders and the governing body will seek to ensure that:

- all pupils achieve as much as they can, and derive maximum benefit, according to their individual needs, from what the school provides;
- pupils, or groups of pupils, who are underachieving are identified and strategies are put in place to increase their rate of progress;
- differences between pupils, or groups of pupils in terms of achievement, teaching and learning, and access to curricular opportunities can be explained, founded on the effective use of relevant data;
- there is a continuous system of monitoring, evaluating and reviewing the strategies implemented, including tracking the progress of individual pupils;
- account is taken of pupils' views as we seek to remove barriers to attainment and progress.

What can be considered racist behaviour?

Categories of racist behaviour (list is not exhaustive):

- using words or phrases in humour or aggression related to another person's colour, ethnicity or religion;
- physical assault against a person or group because of colour, ethnicity or religion;
- racist graffiti;
- provocative behaviour, e.g. racist badges or insignia;
- bringing racist materials (such as racist leaflets) into school;
- verbal abuse and threats, including name-calling, insults and racist jokes;
- incitement of others to behave in a racist way;
- racist comments in the course of discussion in lessons;
- ridiculing of an individual or group for cultural differences;
- refusal to co-operate with others because of their ethnic origins;
- posting any racist comments online.

Racist Incident Reporting

No member of staff should ignore any form of racist behaviour anywhere in the school. It should immediately be explained why this behaviour is unacceptable.

All incidents of racist behaviour by anyone in the school should be reported immediately to the Hub, or senior member of staff who will record it. Dealing with the incident will be given a priority. Any racist literature, insignia, badges and graffiti will be removed immediately.

The victim(s) will be seen, statements taken and reassured/supported. Parents will be contacted always before the child goes home. On-going support will be put in place, if needed.

Serious sanctions, usually a Fixed Term Exclusion, will be issued to perpetrators. In repeated cases, the perpetrator may face Permanent Exclusion.

Perpetrators will be offered support to re-educate and develop an understanding as to why their actions/behaviours were wrong, and the impact those actions have had.

All incidents are followed up with the victim(s) after four and eight weeks to ensure the racism has stopped.

All incidents will be recorded in the Racial Incidents Log.

Patterns and incidents will be reviewed, and appropriate whole-school actions taken, if needed.

Monitoring and evaluation

The pastoral team with the Deputy Headteacher (Behaviour) will termly review the racist incident log data and trends to see if this policy needs amending. A termly report will also be produced for Governors.

The pastoral team will regularly evaluate and update their approach to tackling racist behaviour.

This policy will be reviewed by governors every two years.