

Treeton C of E primary school

Anti-Racism Policy 2024-25

Let your light shine (Matthew 5:16)

At Treeton C of E primary our vision is to nurture and inspire our whole school community, to use their God-given gifts, to be the best that they can be, so that they can let their light shine to the world.

To do this we seek to inspire our children to:

have courage

have respect

have faith

We aim for all to feel safe and supported. Every pupil has the right to be included in all school activities. The school will not exclude any pupil on racial, cultural or linguistic activities.

The following steps will be undertaken when dealing with racist behaviour:

- a. Identifying the racist behaviour
- b. Supporting the victims
- c. Dealing with the perpetrator
- d. Dealing with whole school and community impact
- e. Monitoring the situation
- f. Recording and reporting the incidents to appropriate bodies.

Identifying racist behaviour

‘Racism’ in general terms consist 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.

Categories of racist behaviour

This includes:

- Physical assault against a person or group because of colour and/or ethnicity and/or religion
- Derogatory name-calling, insults and racist jokes
- Racist comments in the course of discussion in lessons
- Bringing racist materials such as leaflets, comics or magazines into school
- Verbal abuse and threats
- Incitement of others to behave in a racist way
- Provocative behaviour such as the wearing of racist badges or insignia
- Attempts to recruit other pupils to racist organisations or groups

- Ridicule for cultural differences e.g. food, music, dress etc.
- Refusal to co-operate with people because of their ethnic origin
- Stereotyping

Support to the victims

All Racist incidents within school must be reported to the Designated Safeguarding leads. All incidents must be recorded on the appropriate recording sheet.

A victim of racist behaviour will need immediate attention from a member of staff in order to prevent the danger of long-term suffering.

An appropriate member of staff will explain to the victim the action taken and give the opportunity for the victim to express their own concerns and feelings.

In such cases the Head of school or Assistant Headteacher will meet the parents or relations of the victims to explain the action taken and to discuss the matter with them.

Perpetrators

All incidents must be reported to the Designated Safeguarding leads and recorded in the appropriate way. Parents/guardians of the perpetrators must be informed of the incident and the sanctions that the school intends to impose.

Members of staff must not ignore any form of racist abuse in school – all incidents or racism or perceived racism must be investigated.

The perpetrator needs to know that racist abuse will not be tolerated.

Racist statements and stereotypes must not go unchallenged.

Dealing with the impact on the school and the community

If the matter is of a serious nature, all the pupils and staff should meet together to discuss it. Assemblies may also be used for this purpose.

Feedback from parents and responsible members of the communities should be obtained in order to assess the impact of the incident.

Monitoring racist incidents

There is a need to monitor racist incidents in every school in order to:

1. identify frequency and nature of racist incidents;
2. measure the effectiveness of the methods used by the school in responding to racist incidents;
3. give staff a statistical base for analysis of racist incidents.

The school will keep a record of all racist incidents. All racist incidents must be recorded on CPOMS to allow for accurate monitoring.

The Head of school / Executive Headteacher will provide the Trust and Local School Board with an termly report on racist incidents with the response to them, using documentation provided. Any incidents of Racist behaviour will be reported to the Local Authority.

The Curriculum

The curriculum at Treeton C of E reflects that Britain is a society which is both multi-racial and culturally diverse. The ethos and atmosphere shows the respect which is the entitlement of all persons entering the school. The rules and regulations of the school is sensitive to, and show respect for diverse religious and cultural practices.

Language and dialect

Treeton C of E aims to be responsive to the issue of linguistic diversity, and staff should be aware of the language and other dialect 'repertoires' of their pupils. All pupils should feel that their languages are valued and respected. Language difference can be divisive and even though cultural difference is celebrated, children are encouraged to communicate in one language in order to prevent isolation of some children.

Materials

We strive to deliver a highly inclusive curriculum through resources such as the use of picture news to explore and unpick diversity/ issues in the world and draw attention to this in other ways, such as anti-bullying week. The school will select books and materials taking into account their appropriateness to today's multi-cultural society. Books and materials will be examined for racist bias and if found to contain such, will be withdrawn from use or only used as a resource to promote discussion on racism and racist

content. Introduction of diverse and inclusive texts through the whole school 'Dream reads' and 'Book trees' allow all pupils to further their understanding of cultural differences.

Other measures

Treeton C of E is working towards the Educating for Equality Allegiance award where our staff are receiving high quality CPD to ensure our curriculum fully represents our world community.