



Crich Junior School
our happy, caring, community school

RACISM POLICY

This policy was updated November 2019

This policy will be reviewed November 2022

This policy was agreed by Governors at a meeting on.....

Signed (Headteacher)..... Date.....

Signed (Chair of Governors)..... Date.....

Contribution to School's Aims and Mission Statement:

For Crich children to:

- Feel safe and secure
- Have excellent self-disciplines
- Show good citizenship in today's multicultural society
- Have high self-esteem

What is racism?

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

Racism refers to conduct or words or practices which disadvantage or advantage people because of their colour, culture or ethnic origin.

Racism is illegal and repugnant and the school will not tolerate it.

Prevention

Pupils will be educated about racism through the curriculum and through assemblies. The subjects of PSHE and citizenship and RE will have particular roles to play.

Legal Duties

The school welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity.
- Promoting good relations between members of different racial, cultural and religious groups and communities.
- Eliminating unlawful discrimination.

Guiding Principles

In fulfilling the duties listed above, we are guided by three principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities

- Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

The Full Range of School Policies and Practices

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- Pupils' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

Addressing Racism and Xenophobia

The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against travellers, refugees and asylum-seekers.

Responsibilities

All staff, parents and pupils should be vigilant about the occurrence of racism and report any incidents to the Headteacher.

The governing body is responsible for ensuring that the school complies with legislation, and this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

Procedures

The school will follow the LA guidelines on dealing with racist incidents and will log them for reporting purposes.

Upon report of an incident the Headteacher will investigate the incident. If it is found that there was a racist incident the victim and the perpetrator will be spoken to. The victim will be given the opportunity to have a face-to-face interview with the perpetrator.

If the incident involves children their parents will be informed of the incident and of the consequences, including oral and written apologies and punishments.

If the incident involves adults then the Headteacher will refer the issue to the LA for guidance and advice on the next steps.

Information and Resources

We will ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

All staff and governors have access to a selection of resources that discuss and explain concepts of race equality and cultural diversity in appropriate detail. In the 'Family Issues Box' located in the school library, there are books on dealing with racism. Parents are welcome to borrow these.

Religious Observance

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

Compiled By:

(Designation: Headteacher)

Approved by:

(Designation: Chair of Governors)

Approved Date:

November 2019

Review Date:

November 2022
