

Anti Racism Policy

Rationale

The Schools of Woolton Hill are committed to working towards racial equality and combatting discrimination and racial harassment. This covers all ethnic and national groups including travellers, asylum seekers and refugees.

The Federation recognises and celebrates similarities and differences and values individuality. Differences enrich the school community and the right to equal access enables all individuals to have a wider choice in life and the opportunity to fulfil their potential.

Aims:

To ensure that no case of racially abusive behaviour will be ignored by any member of staff.

To ensure that racial harassment is well defined and there is a clear structure for dealing with perpetrators.

To ensure that equality of opportunity will be available for recruitment, professional development, community involvement and selection of contractors, regardless of racial origin.

To ensure equal opportunities for all pupils.

To develop a community where everyone is valued and has a sense of belonging.

To encourage an understanding of cultural diversity which will prepare children for life in a multicultural society.

To offer a curriculum which will reflect and value cultural diversity and foster a society where similarities and differences between cultures are celebrated.

To enable pupils to challenge discrimination and stereotyping.

To recognize the impact of COVID-19 and school closure on pupil behaviours and interaction and to address these where any racist behaviours become apparent as a result.

Guidelines

Racial Harassment

Racist views and behaviour are destructive to any community. Instances in school must be reported in accordance with HCC guidelines. Such instances may require subsequent follow up and appropriate emotional support. Staff are expected to work with pupils,

parents and colleagues in providing a committed approach to an intercultural society and in dealing with racism whenever it occurs.

In dealing with racist issues involving children, the school will be expected –

- To respond to all incidents of racial harassment, talking to all victims and perpetrators.
- To deal with all incidents as soon as possible and discuss longer term measures.
- To treat allegations seriously, listen sympathetically, keep a careful record and take appropriate action quickly.
- To provide support for the victim and inform parents when appropriate.
- To use our reporting system.
- To maintain a professional approach.
- To establish lines of support, ensuring appropriate emotional support is provided if necessary. (This may involve outside agency support).

Procedures for reporting racist incidents

- All staff are responsible for dealing with racist incidents
- All incidents should be dealt with, including use of racist language
- All incidents should be recorded on CPOMS and tagged accordingly
- All racist incidents should be referred to the Executive Head Teacher or Deputy
- Racist issues relating to adults on the premises will be dealt with by the Executive Headteacher or Deputy
- Racist incidents will be reported to the Local Authority as requested