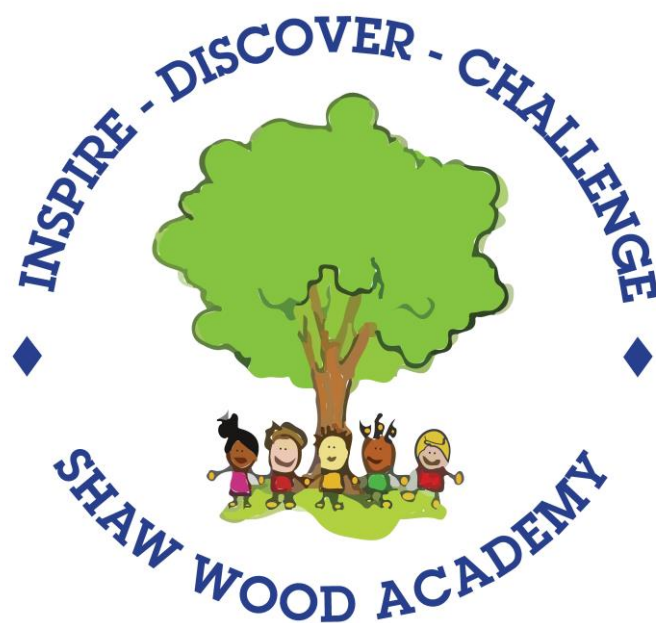


SHAW WOOD ACADEMY



ANTI-RACISM POLICY

<u>Date Published: November 2020</u>	<u>Review Date: November 2022</u>
<u>Compiled By: Pastoral Team</u>	<u>Authorised By:</u>

Rationale

The Governing Body and School staff believe that all pupils should be able to use and benefit from school facilities and the education provided and no pupil, parent, member of staff or visitor should suffer racial harassment or the fear of racial harassment.

Definition

The Commission for Racial Equality defines racial harassment as “An unwelcome or hostile act or series of acts carried out on racial grounds”, and defines hostile act or series of acts carried out on racial grounds”, and defines “Racial grounds” as “grounds relating to colour, race, nationality or ethnic or national origin” and would also include religion.

In school such acts would typically be bullying, fighting or name calling, but could include graffiti or the deliberate damage to or destruction of another pupil's belongings. Racist name calling can arise in incidents and quarrels which have other, non-racial, causes but nevertheless racist name calling is totally unacceptable.

Prevention of Racial Harassment

The School has an obligation to provide a curriculum which:

- promotes the spiritual, moral, cultural and physical developments of pupils at the school and of society; and
- prepares such pupils for the opportunities, responsibilities and experiences of adult life.

These aims can be fulfilled not only through the basic curriculum but also through personal, health and social education programmes, the school's behaviour and discipline policies and through assemblies, as well as by developing a whole school ethos based on mutual respect where it made clear that bullying of any kind is unacceptable.

Guidelines for Dealing with Incidents

- The school has agreed procedures for dealing with racist attitudes and behaviour and all staff should be aware of these. The procedures are systematically monitored by Senior Staff the Governing Body and the local authority.
- Pupils who complain of racist harassment, verbal or physical, should be listened to carefully, and the details recorded on CPOMS. The Pastoral Team must be consulted / notified. The incident should be investigated and the pupil informed of the outcome. Incidents investigated by staff, which seem to be racially motivated or which include racist name calling should also be recorded.
- In the case of very serious incidents e.g. a serious assault the victim's parents should be informed and be advised, and be supported if they do so, that they may wish to involve the Police.
- The perpetrator if a pupil should be dealt with fairly but firmly, taking into account the nature of the incident and the age of the pupil. Possible actions could include an apology, class discussion or circle time, loss of privileges or play-time, letter to and/or discussion with parents, fixed term exclusion and as a final resort, permanent exclusion.
- If a member of staff is guilty of racial harassment the appropriate disciplinary procedures should be followed and advice sought from the Education Department.

- If a parent racially harasses a pupil, a member of staff or another parent he or she should be warned that such behaviour is unacceptable. The parent could be banned from the school site and prosecution might be possible if further nuisance were committed (Education Act 1996 Section 547 1*). The Police could be informed, although prosecution under the Public Order Act is difficult. The Police should be called if the incident is very serious and/or the parent will not leave the site. Advice on banning parents and legal action which the LEA can take are contained in the Education Department's document "Violence at Work" (1998) and advice sought from the Education Department

Recording

- Records should be kept of incidents of racial harassment and racist incidents. A racist Incident Form should be completed and also recorded on CPOMS. A description of the incident and actions taken should be included on CPOMS
- Where appropriate the incident should be reported to the parents of the victim and/or perpetrator.
- If harassment is from the children of neighbours and is continuing at home the Housing Department should be informed (if the perpetrators are Council tenants) as should the Police. Advice can also be sought from the Council for Racial Equality.
- All recorded incidents are reported to the pupils' parents/carers, governors and the local authority.
- The standard forms recording the incident and actions taken should be collated and Governing Bodies should inform the Education Department annually of the pattern and frequency of such incidents.