



Anti-Racism Policy

Date	Reason for issue	Approved: Governors & Staff	Review Date
April 2018	Revision of policy as a result of merger: Jan 2018		

INTRODUCTION

We are very fortunate in that more recently we draw pupils from an increasingly wide diversity of cultures. Our school life is enriched through the active encouragement of children to appreciate differences and diversity.

At Brackensdale Primary School we work together to provide a safe environment for all pupils.

We have a few very simple guidelines to combat racism:

1. Reach out to somebody who doesn't speak your language, be interested in them, welcome them and talk to them. Nobody wants to be ignored.
2. Encourage parents and members of our school community to work in school to enrich our multi-cultural experiences whenever possible.
3. Multi-cultural activities to celebrate the richness and variety of cultures represented by our school take place throughout the year.

We have very little racist behaviour in our school, however any incident of racial harassment will culminate in disciplinary procedures and the school has a clear written procedure for dealing with incidents of racial harassment.

ANTI RACIST PROCEDURES

Procedures for dealing with racist incidents:

Any alleged crime, offence or incident where the victim, or potential victim believes there is a racist motive, or believes it forms a pattern of incidents with such a motive, is taken seriously at the school.

The following document is the clear and stated procedure for dealing with any incidents of racial harassment which may arise at the school.

The use of power to intimidate others through verbal or physical abuse, name calling, exclusion from groups and games, damaging or stealing property, unwanted looks or comments, "jokes", note passing, distribution of offensive literature and graffiti are recognised as racist incidents/racial harassment at the school.

1. Allegations of racist incidents/racial harassment can be made to any member of staff. An initial discussion would then take place between the person making the allegation (could be alleged victim, friend, witness) and first staff contact (Principal (Mr David Hall) or Head of Schools (Mr Ben Radbourne KS2 & Mrs Sian Mills KS1 in his absence).
2. Immediate action to be taken to separately interview the alleged victim and to interview the accused pupil.
3. The victim to be supported through the support of all members of staff.
4. Should an allegation be substantiated, action would take place on the same day where, in all cases, contact will be made with the alleged victim's parents/carers to say what has happened, explaining what the school is doing in general terms and giving the parents the opportunity to discuss the matter further following initial telephone contact.

5. A letter would be sent (following initial telephone contact) to the accused pupil's parents/carers to say what has happened; that an allegation is being investigated; outlining proposed action and the school's general position on this. Parental cooperation would be requested and expected.
6. At the earliest opportunity a parental meeting would be arranged between the perpetrator's family with appropriate staff (this may include the police should the incident be considered serious or recurring) where there would be agreement on action to be taken; the meeting would be recorded.
7. Possible further action in school would be that the perpetrator makes reparation/begins a reform programme; sanctions could be applied.
8. Should reparation not take place exclusion would be considered for serious or persistent offenders with referral to police and social services.
9. Each member of staff (teaching and support staff) to take incidents of harassment seriously with the Principal and Heads of School being accountable and taking responsibility for implementing procedures for dealing with racist incidents.
10. Incidents of racial harassment to be recorded by the Principal/ Heads of School who will open an Incident Form to be kept on file.
11. Incidents of racial harassment are recorded and monitored by the Principal / Heads of School
12. All members of staff to be sensitive to the need for confidentiality when dealing with cases of harassment.
13. The policy is reviewed by staff and governors.
14. Patterns in incidents are identified if necessary.
15. A summary of racist incidents is reported to the governors annually.
16. There are planned opportunities during the PSHE Programme and during assemblies on a regular basis throughout the school to discuss different forms of bullying and harassment and what pupils should do if they are victims.

POLICY REVIEWED: