

'Growth through Jesus' love so that we learn, persevere, achieve and bear fruit together'



St Chad's
CE Primary

ST. CHAD'S C.E. PRIMARY SCHOOL

Anti-Racism Policy 2021-2022

Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness & Self-Control

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'Racism will not be tolerated at St Chad's CE Primary School under any circumstances and there can be no justification for this negative behaviour based on the Christian faith or the Bible.'

At St Chad's our vision affords pupils a sense of their own dignity and a vision of the innate dignity of all humankind. Inclusivity and hospitality are hallmarks of this Church of England school: every child should be revered and respected as a member of a community where all are known and loved by God.

What is racism?

Racism can be described as a prejudice or attitude, action or institutional structure which systematically treats an individual or group of individuals differently because of their race, religion or ethnicity. Racism can be overt and covert, conscious or unconscious.

Definition of Institutional racism

"Institutional racism consists of the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour and which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people! (MacPherson 1999)

Please read this policy alongside the following:

-  The Equality Act 2010 41 - The Equality Act 2010 protects people from discrimination (both direct and indirect) and harassment in various fields on the ground of certain 'protected characteristics'.
-  The Education and Inspections Act 2006
-  Safeguarding Children and Young People – Children Act 1989

Categories of Racist Behaviour:

-  Physical assault because of colour of skin and/or ethnicity
-  Derogatory name calling, insults and/or racist jokes
-  Racist graffiti
-  Provocative behaviour, such as wearing racist badges or insignia
-  Bringing racist materials, such as leaflets, comics or magazines into school
-  Verbal abuse or threats
-  Incitement of others to behave in a racist way
-  Racist comments in the course of discussion in lessons or anywhere in school
-  Ridicule of individuals for cultural differences e.g. food, music, dress etc

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- ✚ Refusal to co-operate with other people because of their ethnic origins

Our Aims:

The God of all creation is concerned with everything related to education.

The vision is deeply Christian, with the promise of Jesus of 'life in all its fullness.'

Church of England schools have at their heart a belief that all children are loved by God, are individually unique and that the school has a mission to help each pupil to fulfil their potential in all aspects of their personhood: physically, academically, socially, morally and spiritually. Our aim is that all may flourish and have an abundant life. St Chad's CE Primary school has a duty to try to remove any factor that might represent a hindrance to a child's fulfilment. We want all pupils to willingly engage in learning in a safe and welcoming environment.

- ✚ To make our school a safe and welcoming place for all its members
- ✚ To provide an environment in which racist assumptions, attitudes and behaviour are continually challenged
- ✚ To provide a curriculum that emphasises the positive aspects of all cultures including PSHE, RE, Our World/Character Education & History
- ✚ To give children and adults the confidence that racism can and must be eradicated
- ✚ To develop staff awareness of implicit racism within the school, community and society, by making them aware of correct terminology, customs, language etc
- ✚ To enable staff to directly intervene with incidents of racism, by giving them guidance to efficiently deal with incidents of racial harassment

Procedures to follow if there has been a racist incident:

- ✚ The incident is always investigated by a senior member of staff
- ✚ The member of staff will listen to both children's recall of events. The accused must be made aware of the importance and severity of their actions and the impact that their comments could/have had on the victim
- ✚ All information will be logged in the Racism File (kept in the Head's office)
- ✚ Letters will be sent home to the parents/carers of the perpetrators
- ✚ Letters will be sent home to the victim's parents/carers. (Template available on the shared system)
- ✚ The perpetrators are to miss their next playtime and write a letter of apology
- ✚ Victim and perpetrator to come together. If possible the victim should tell the perpetrator how they felt. The perpetrator should respond appropriately saying why they did/said what they did/said
- ✚ Check that the victim is alright and provide support where appropriate
- ✚ Inform the Head if she is not on site when she returns
- ✚ The Head will inform the chair of Governors and the LA by way of termly return of incidents

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Implementation:

- ✚ All staff to know and use a consistent framework for procedures when dealing with incidents of racism
- ✚ Regular PSHE curriculum work to develop empathy skills, positive behaviour, choices, self-esteem and emotional intelligences
- ✚ All incidents to be logged following above procedure
- ✚ Use all pupils as a positive resource in countering racism e.g. playtime buddies
- ✚ Worship and other school events used to prevent racism to include Black History Month
- ✚ Provide a method to enable children to speak about racism – Eg: circle time
- ✚ All staff to receive anti-racism training
- ✚ On-going monitoring of playtimes and playgrounds, promoting co-operative games, providing quality play equipment, valuing playground as an important learning environment part of social and emotional development
- ✚ Teach children skills needed to resolve conflict
- ✚ Consistent praise for co-operative emphatic and non-aggressive behaviour in line with behaviour policy and Values
- ✚ All staff to be alert for incidents of racism and different ways in which it manifests
- ✚ Issues of racism individual and institutional will be tackled in the teaching of the curriculum (History, Geography, Mathematics, English, drama, PE, PSHE, music and technology)
- ✚ Staff and children are enabled and encouraged to be sensitive in their use of words which may cause offence. E.g. black sheep, black mark, black day...
- ✚ Individuals need to be aware of the historic roots of these terms and the dictionary definitions which underpin them

At St Chad's CE Primary School we believe that our school has the responsibility of working towards the aim of equality of opportunity. We strongly believe that through our curriculum we can challenge the prejudices which exist in society by creating a positive racial environment within our school.

Monitoring and assessment:

- ✚ Incidents of racism are clearly logged and tracked throughout the school
- ✚ All incidents of racism must be followed up
- ✚ Procedures must be followed and applied with consistency

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Date.....

Dear _____,

I know that you will be upset to hear thatwas sent to me today because he/she said something to another child that was racist.

I am sure that you would like to speak withabout the seriousness of the language and the offence that it causes.

I would greatly appreciate if you would take the time to speak to..... about the need for him/her to think carefully before he/she says something that could be construed as offensive or racist. All incidents of this nature are taken very seriously by schools.

Since the Stephen Lawrence inquiry all racist incidents are recorded by all schools and investigated thoroughly. Racism is not tolerated in schools in any form. I have tried to reinforce this with him/her and would appreciate any further reinforcement you may be able to provide.

.....missed his/her lunch time so that he/she could reflect on the language used and write a letter of apology to the child concerned. I am sure you will support this action.

I am required to record all racist incidents in a file. Each term a summary of the type and frequency of racist incidences is shared with the Governing Body and the LA. No personal information is passed on.

Once again, thank you for your support.

Kind regards
Mrs Smith

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