

DUMPTON SCHOOL

7 - ANTI-RACISM POLICY

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| Person(s) responsible: | Senior Deputy Head |
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| Last updated: | September 2023 |
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| Review period: | 12 months |
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| Next review: | September 2024 |
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Definition of Racism

The definition of racism as defined in the Macpherson Report:

‘Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as its more overt form’.

Rationale

Dumpton School aims to promote the spiritual, moral, cultural, mental and physical development of all its pupils and prepare them to develop a society which is based on mutual respect and understanding. Our main school rule is ‘treat others as you would like to be treated’ It is therefore important that as a school no one is made to feel different due to their colour, culture, origin, gender or religious beliefs. It is hoped pupils lead positive lives and aspire to reach their full potential.

Pupils, teachers and all other staff working in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for each other’s racial and cultural backgrounds and treating each other with respect and dignity. Discrimination on the basis of colour, culture, religion or origin is not tolerated in this school. The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society. The school is committed to emphasising the common elements and values of our multiple cultures whilst appreciating the differences.

Principles

The school is an anti –racist establishment and is committed to addressing racism in any form and will not tolerate it. We will:

- instigate action to support victims of racism
- ensure existing school policies address inappropriate behaviour around racism and other discriminatory practices

(see Behaviour Policy and Anti-Bullying Policy)

- record and report all racist incidents
- respond swiftly to any form of racism through support for the victim and firm sanctions and education for the perpetrator

Unacceptable racist acts may include

- direct physical assault or threat of it
- inciting racism in others
- behaving in a racist way and treating others less favourably on the basis of race
- racist name-calling or racist joke-making
- expressing prejudices or deliberate mis-information on racial or ethnic distinctions
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- writing or expressing provocative slogans or catch phrases
- refusal to cooperate with other people because of their ethnic origin

Purposes for pupils

- Pupils will be encouraged to enjoy the multi-culturally diverse nature of our society and have opportunities to celebrate the world as it is and as we would like it to be. On such foundations pupils will develop positive attitudes to our diverse society. Through a well-balanced, objective and sensitive curriculum pupils will avoid omissions and misrepresentations of historical, cultural and racial differences and experiences.
- Our pupils will know and understand, from an early age, what constitutes a racist remark or action and why it is offensive (**See Unacceptable racist acts above**);

Guidelines for staff

- All staff in our school take all forms of racism seriously, and intervene to prevent incidents from taking place. We attempt to support all children in the school and through our actions, establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of racism.
- We recognise that the behaviour of all staff in the school will be seen by children as model behaviour, therefore it is imperative that all staff behaviour demonstrates tolerance, understanding and care towards all children and high quality professional relationships with all adults.
- We show equal regard for all and our interactions are free from intimidation.
- Any racist incident that is reported by a child to a member staff must be referred on to the Senior Tutor, or in their absence the Deputy Head, Headmaster or most senior member of staff.
- Break-time supervision staff and STAs should adopt an active role whilst supervising and endeavour to observe all children and be a presence in all of the areas where children are playing.

- All people must be aware of the use of racist connotations in the language they themselves use.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- Parents, staff and pupils will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays.
- The variety of cultural groups will be evident in the morals, stories and information offered to children and will be obvious in displays around the school.

ACTION

All forms of racial abuse or allegation of racial abuse by any person within the school are treated seriously.

- We will record, investigate and act upon such incidents and the parents of all involved will be contacted.
- All incidents of racism should be reported to the Senior Tutor, the DSL, the Deputy Head or in their absence, another senior member of staff.
- All racist incidents will be investigated by a senior member of staff with the support of the Form Tutors.
- All aspects of the investigation will be recorded onto the MyConcern system
- It will always be made clear to offending pupils that such behaviour is unacceptable and will not be tolerated at Dumpton.
- Parents will be informed
- The pupil will face an appropriate sanction, taking into account the nature of the racism, their age and awareness, and any previous transgressions.
- The pupil will also face the appropriate education. This is likely to include an ongoing period of reflection.
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- Governors will be regularly informed about the occurrences of racial incidents.
- Should any member of staff be aware of a racist incident out of school, perhaps involving pupils, parents or carers, this should also be referred to the Headmaster who may report any such incident to an appropriate agency (e.g. police)

The role of Governors

- The Governing Body supports the Headmaster. This policy statement makes it very clear that the Governing Body does not allow racism to take place in our school, and that any incidents of racism that do occur are taken very seriously and dealt with appropriately.
- The Governing Body will monitor incidents of racism that occur, and will review the effectiveness of the school policy on an annual basis. The governors require the Senior Management to keep accurate records of all incidents of racism and to report to the governors on request about the effectiveness of school antiracist strategies.
- The Governing Body responds to any request from a parent to investigate incidents of racism. In all cases, the Governing Body notifies the Headmaster and will ask them to conduct an investigation into the case and to report back.

For Parents

- If a parent is concerned that their child is being targeted, then they should talk to their child, listen, reassure, stay calm and if unsure seek advice on what to do. The parent should talk to the child's Form Tutor (first) and/or the Senior Tutor, then the Deputy Head.
- Parents have a responsibility to support the school's anti-racism policy and to actively encourage their child to be a positive member of the school

Preventive Strategies

- Developing topics and using assemblies, stories and materials which raise issues of racial similarities and differences (opportunities especially in RE and PSHE but not restricted to these subjects)
- Provide positive images and role models in assemblies, resources and displays-use of videos etc.
- Provide opportunities for pupils to learn about cultural diversity e.g. units of work for history, geography, R.E. Art and Music.
- Where possible involving people from diverse and varied backgrounds in school.
- Using P.S.E., circle time, drama and assemblies to discuss and develop strategies for dealing with conflict, for encouraging cooperation and collaborative learning and for listening to each other's point of view and opinion.
- Use of language that portrays negative images should be avoided, e.g. terms or 'natives'. Screen resource materials so that an accurate picture is given in pictures, posters, books, TV programs and worksheets to reinforce respect and value one another's differences.
- Valuing each pupil's cultural and linguistic background and having high expectations of all children.
- Staff vigilance and regular training.
- Focus for Assemblies – raise awareness through stories and positive examples.

Monitoring and review

- This policy is monitored by the Senior Management. The Headmaster will report to governors about the effectiveness of the policy on request.
- Any racist behaviours are immediately reported, by the Headmaster, to the Chair of Governors.
- This anti-racist policy is the governors' responsibility and they review its effectiveness annually. They do this through discussion with the Governors Education Committee.
- This Policy links to the school's Behaviour Policy, Anti-Bullying Policy, Staff Code of Conduct and Safeguarding Policy.