



## ***ANTI-RACIST POLICY***

### ***OUR LADY & ST JOSEPH CATHOLIC PRIMARY SCHOOL***

PREPARED BY: P Devereux

APPROVED BY: Governing Body

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‘Racism will not be tolerated at Our Lady & St Joseph Catholic Primary School under any circumstances.’

### **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)

### **Definition of Individual racism**

Individual racism refers to an individual's racist assumptions, beliefs or behaviours and is "a form of racial discrimination that stems from conscious and unconscious, personal prejudice." (Henry & Tator, 2006, p. 329).

### **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.
- Refusal to co-operate with other people because of their ethnic origins.

#### Our Aims:

- To make Our Lady & St Joseph Catholic Primary 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 which emphasises the positive aspects of all cultures.
- 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 on the school's Child Protection On-line Management System (CPOMS)
- A member of SLT to call and inform parents of the victim and the perpetrator. A follow up letter may also be sent to the parents/carers of the perpetrator and/or victim.
- The sanction applied to the perpetrator will be dependent on the nature of the incident; a serious incident could result in an exclusion
- Where it is deemed necessary for mediation, the victim and perpetrator will come together, facilitated by a member of staff. 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. Parents/carers will not sit in on the mediation session as it is meant for the children and to deepen their understanding of right and wrong.
- Check that the victim is alright and provide support where appropriate.
- Inform the Head if he is not on site when he returns.
- The Head will inform the chair of Governors and the LA by way of termly return of incidents.

## **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
- Assemblies and other school events used to prevent racism to include Black History Month.
- Provide a method to enable children to speak about racism – circle time, bubble time.
- 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.
- 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 expected to be mindful in their use of words which may cause offence

At Our Lady & St Joseph Catholic 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 using CPOMS
- All incidents of racism must be followed up.
- Procedures must be followed and applied with consistency.

**Appendix 1: Sample Letter to parents (Perpretrator)**

Date.....

Dear,

As discussed in our telephone conversation today.....was sent to me today because .....he/she..... made a racist remark to another child.

We would like you to speak to .....about 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.

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 .....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 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 Chair of Governors and the Local Authority. No personal information is passed on.

Once again, thank you for your support.

Mr Devereux  
Headteacher