

Rollesby Primary School and Nursery

Anti-Racist Policy.

Principles and Objectives.

Rollesby Primary School and Nursery will not tolerate any form of racism and is committed to the development of an anti-racist ethos. The school anti-racist policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their race, colour, nationality or ethnic origin.

Responsibilities.

The Headteacher and Chair of Governors will ensure that all school policies are adhered to in the spirit of the anti-racist policy.

All members of the school community are aware of the policy, through our induction procedures, access to school policies as stated in the school brochure and the delivery of the curriculum.

Definition.

Racial taunts, graffiti and/or gestures, physical harassment, non co-operation/respect will not be tolerated. The Governors and staff are committed to the MacPherson definition, which states, "A racist incident is any incident, which is perceived to be racist by the victim, or any other person." (MacPherson Report 1999.)

Recording and Reporting.

All racist incidents must be recorded and reported to parents, governors and the Local Authority (LA). The Headteacher will keep all records of racist incidents in a locked cabinet. Access to these records is restricted to those involved. The records should be monitored periodically by the Chair of Governors and signed as such.

Training.

Staff and Governors have access to LA training when available and when required.

Curriculum.

The Humanities Curriculum, including RE and Citizenship will provide sufficient opportunity for pupils to learn about cultural diversity and to directly challenge racist attitudes and behaviour.

Procedures.

The Headteacher, or the person deputising in the Headteacher's absence, will investigate all incidents as quickly as possible. It would be hoped that the incident could be resolved through discussion/explanation and the victim and perpetrator reconciled. Parents, Governors and the LA will be informed. An Action Plan will be developed for the perpetrator if needed, to build towards a better understanding and more caring attitude. Outside agencies will be involved if the perpetrator fails to respond and sanctions may have to be employed. The victim will be reassured and supported, with the involvement of outside agencies if necessary.

Monitoring.

The policy will form part of the school's self-review process, which is reported to the Governing Body.

Success Criteria.

A non-existent/low occurrence of racial incidents.

Victims and perpetrators reconciled.

All members of the school community working harmoniously.

The delivery of a curriculum rich in the appreciation of cultural diversity.

Approved Summer 2018 by Governing Body:

Signed: *EM Taylor*

(Chair) Date: *25-6-18*

To be reviewed: Summer 2020