



## **Anti - Racism Policy**

## **Rationale**

- The primary objectives of Park View Primary School are to educate, develop and prepare all our pupils, whatever their colour, culture, origin or gender to lead positive lives.
- 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 dignity.
- Discrimination on the basis of colour, culture, religion or origin is not tolerated in this school.
- Our 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
- Our school is committed to emphasising the common elements and values of our multiple cultures whilst celebrating the differences.
- A racist incident is one perceived to be racist by the victim or any other person.

## **Purposes for pupils**

- Our children will be encouraged to enjoy the 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 the pluralistic society.
- Through a well-balanced, objective and sensitive curriculum our children will avoid omissions and misrepresentations of historical, cultural and racial differences and experiences.
- Our children will know and understand, from an early age, what constitutes a racist remark or action and why it is offensive (See \* Unacceptable racist acts)
- Our children will be able to use the correct name to describe their language and be confident to speak, hear or read in their home language in school.
- Our children will learn not to use their own language to deliberately exclude other pupils.
- Our children will be taught to accept and respect names from other cultures

## **Guidelines for staff**

- The names of others will be accurately recorded and correctly pronounced
- Staff will be aware of the language or dialect spoken by pupils and their families.
- All members of our community must feel that their language or dialect is valued

- 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.
- The help of parents in school will be welcome irrespective of their racial or cultural backgrounds.
- Parents, staff and children will be made aware of the school's commitment to mutual respect through the multi faith group, 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.
- Racist symbols, badges or insignia on clothing or bags are forbidden in school
- Graffiti must be immediately reported so that it can be removed
- Staff and pupils will have access to accurate information about the similarities and differences of cultural groups.
- In all staff appointments the best candidate will be appointed based upon strict professional criteria.
- We follow the LEA/Governing Body Admission Policy which does not permit race or colour to be used as criteria for pupil admission.
- ALL new staff will be given a copy of this policy.

### **Unacceptable racist acts**

- Direct physical assault or threat of it
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Distributing racialist literature
- Writing or expressing provocative slogans or catch phrases

### **Action**

- All forms of racial abuse by any person within school will be treated seriously.
- School will record, investigate and act upon such incidents and parents will be Contacted

- All incidents of racism should be reported to the Head teacher or in his absence another senior member of staff.
- All racist incidents will be investigated by the Head Teacher or other senior staff member.
- It will always be made clear to offending children why such behaviour is unacceptable.
- Racist incidents in school are reported to the LA each term.
- The LEA feeds back statistics to the school regarding racist incidents across Bury.
- The Governor's be regularly informed about the occurrences of racial incidents.
- Such incidents are also reported in the termly Head Teacher's report to Governors
- Should any member of staff be aware of a racist incident out of school, involving parents or carers this should also be referred to the Head Teacher who will record and report any such incident to an appropriate agency (e.g. police, housing, Racial Harassment Project)

**Date:** October 2021

**Review date:** October 2022