Upton-by-Chester High School

Anti-Racism Policy

Policy Link	
SLT	John Keegan
Governor	Rachel Bryson
Statutory	No

To	Date
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Full Governing Body	N/A
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School website	No
Staff shared area	Yes

'Learning to shape the future'

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THE AIMS OF THE POLICY

The main objective at Upton by Chester High School is to prepare children and young people to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance, respect and cooperation. We want every child to reach their full potential in a happy and safe environment. This policy applies to all forms of discrimination on the basis of a person's colour, origin or culture.

Upton by Chester High School aims to provide a secure and welcoming place for all children and young people in which each person is valued with high self- esteem. This is our policy for dealing with all forms of racist behaviour; where racist language, attitudes and behaviour are positively challenged. Staff and children feel confident and able to question the use of stereotypes and prejudices. In light of this, racism in any form will not be tolerated. We promote the right to be treated fairly and the right to feel safe.

RACIAL HARASSMENT

Racial harassment is any hostile or offensive action against an individual or group because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse.

Categories of racist abuse:

VERBAL

- Derogatory name calling
- Insults and racist jokes
- Insulting slurs
- Persistent teasing
- Ridicule of an individual for cultural differences e.g. food, music, dress etc.

PHYSICAL ASSAULT

- Hitting or kicking
- Spitting
- Taking belongings
- Threats of violence

INDIRECT

- Exclusion from activities and refusal to co-operate
- Humiliation
- Spreading nasty rumours
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia
- Bringing to school racist materials such as leaflets, comic or magazines
- Incitement of others to behave in a racist way
- Racist comment within class discussions
- Attempts to recruit others to racist organisations and groups

Such behaviours can severely affect a child's ability to learn effectively and the effect of harassment can remain with a person throughout their life.

LEGAL CONTEXT

- The Race Relations Act 1976 requires Local Authorities to ensure that the provision of education is carried out with "due regard to the need" to eliminate unlawful discrimination to promote equality of opportunity and good relations between persons of different racial groups.
- Intentional harassment is now an offence under The Criminal Justice and Public Order Act 1994.
- A person is guilty of an offence if, with intent they:
  Use threatening, abusive or insulting words or behaviour, or
  Display any writing, sign or other visible representation that is threatening, abusive or insulting, thereby causing that, or another person, harassment, alarm or distress.
- Upton by Chester High School is committed to equal opportunities for all and is opposed to all forms of racist prejudice and unfair discrimination.

CURRICULUM

The curriculum is a strong means of addressing racism and promoting equality of opportunity for all children. Within every school experience, racist attitudes, misconceptions and stereotypes are discussed, challenged and addressed.

The 'British Values' are reflected in all we do at Upton by Chester High School and is reflective of the fact that British society is one that is both multi-ethnic and culturally diverse.

The 2014 National Curriculum states that:

Schools must 'offer a curriculum which is balanced and broadly based and which:

- Promotes the spiritual, moral, cultural, mental and physical development of Learners at the school and of society, and
- Prepares Learners at the school for the opportunities, responsibilities and experiences of later
  life.'

ETHOS

Our ethos is one of respect for all people within our world. All staff and Governors undertake Prevent training to ensure they are fully aware of potential situations that could be detrimental to the ethos of our school.

BOOKS AND MATERIALS

- We will select text and materials that take into account appropriateness in today's multi- cultural society.
- We will not use any book with myths and stereotypes on which prejudices and hatred feed.
- Materials in school will be examined for racist bias and either withdrawn from use or used as a resource to promote discussion on racism and racist content.
- Positive steps are taken to ensure good practice with regard to the purchase of books and resources, which reflect the multi-racial and culturally diverse society in which we live.

STAFF

The Designated Safeguarding Lead will draw the attention of all staff to issues of racism by:

- Putting the issue of racial harassment on the safeguarding agenda for discussion if there has been a highlighted concern
- Examining school practices and procedures to tackle racism. Drawing upon the advice and experience of others, including other schools and those with specialist knowledge and experience
- Agreeing to common strategies to improve our learning environment. Training All staff and Governors undertake Prevent Training to raise awareness

SUPPORTING VICTIMS

At Upton by Chester High School we will:

- Give immediate reassurance and support

- Ensure a member of the Senior Leadership Team explains the school's zero tolerance policy towards any form of racism
- Contact the Police to determine If further action is needed to be taken against a pupil
- Give opportunities for the child to express their own concerns and feelings
- Provide the opportunity to discuss the incident with their Pastoral Manager.
- Parents of children who express racial extremities will be notified
- All staff will be ready to discuss and follow up the child's and/ or parental concerns. Follow the school's behaviour policy or refer to the anti-bullying policy as necessary
- The perpetrator will have the opportunity to explain their actions. The Designated Safeguarding Lead (DSL/DDSL) will educate the learner to understand the impact of racism and help them to modify their behaviour.
- A restorative meeting will take place between the victim, perpetrator and DSL/DDSL, if the victim is willing.
- The victim will be offered support for their mental health and wellbeing.

DEALING WITH THE PERPETRATORS

All Categories mentioned before will result in the following actions being taken:

- Report to Headteacher or the Designated Safeguarding Lead where they will explain the reasons behind the school's policy for zero tolerance towards anti-racism.
- We will educate the perpetrator so they understand why it is unacceptable, increase their awareness of the impact of what they did and use the situation to create a positive learning experience.
- No member of staff will ever ignore any form of verbal abuse in the school
- The Designated Safeguarding Lead and the Pastoral Support Managers will investigate the incident and will record and monitor conversations
- Learners who are involved in Racist incidents on more than one occasion may be subject to a suspension and ultimately a permanent exclusion if this unacceptable behaviour does not stop

In the case of a very young child making racist remarks, a discussion will take place with the child and parent. It is for the Headteacher to decide on the innocence of the remark.

MONITORING AND REPORTING INCIDENTS

Staff to report all incidents to the Designated Safeguarding Lead. All incidents are recorded in CPOMS. Incidents are to be included in the report to the Governors Pastoral Committee.

MEMBERS OF STAFF

A whole school anti-racist policy will be fully effective if every teaching and non-teaching member of staff understands the policy and is committed to implementing it. Staff must lead by example:

- Racist behaviour must be regarded as unprofessional and therefore a disciplinary offence
- Where a child, parent or member of staff is racially abused by another member of staff, the following procedure will be followed:

1. Known incidents reported to the Headteacher.
2. The Headteacher will seek to resolve the issue.
3. In cases where the parents or children are not satisfied with the actions taken by the Headteacher, they should be informed of their right to make a formal complaint to the Chair of Governors.
4. The Chair of Governors will investigate the case and will take appropriate action following the complaints policy.
5. Racist behaviour by any member of staff would be considered as gross misconduct and the person concerned subject to disciplinary action.
6. The school will make the complaints procedure known to all parents and is available on the school website.
7. In a case where a member of staff is racially abused by any child, parent or other member of staff, the complaint should be dealt with using the disciplinary procedure.

Connecting Policies for Safeguarding purpose

Upton by Chester High School believes it is very important that policies relating to Safeguarding issues, across the school, are read in conjunction between one another. The Policies in question have been listed below:

Safeguarding Policy

Safer Recruitment Policy

Health & safety Policy

First Aid Policy

Anti-bullying Policy

Behaviour Policy

Attendance Policy

E-safety Policy

Sexual Violence and Sexual Harassment Policy