

Richmond Hill Primary Academy

Anti-Racist Policy

November 2017

Person Responsible for Policy:	K.Cousins
Approved:	
Signed:	
Date Approved:	
To be Reviewed:	November 2018

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Introduction

The primary objectives of Richmond Hill Primary Academy are to educate, develop and prepare all of our pupils, whatever their race, culture, origin or gender to lead positive lives. Pupils, teachers and staff 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 race, culture, religion or origin is not tolerated in our Academy.

The Academy recognises 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 Academy is committed to emphasising the common elements and values of our multiple cultures whilst appreciating the differences.

A racist incident is one perceived to be racist by the victim or any other person.

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 we would like it to be.
- 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. Children are taught this through our extensive PSHCE curriculum, alongside our daily assemblies, e-safety and Prevent sessions whereby British values are at the forefront of learning.

Guidelines for Staff

- Pupils' names will be accurately recorded and correctly pronounced
- Staff should be aware of the language or dialect spoken by pupils and their families.
- All staff must feel that their language or dialect is valued.
- All staff must be aware of possible cultural assumptions and bias within their own attitudes.

- All staff should be aware of possible cultural assumptions and bias within their own attitudes and from children and be prepared to challenge these.
- The support of parents/volunteers in the Academy will be welcomed irrespective of their racial or cultural backgrounds. DBS checks are sought for all staff and all volunteers within the Academy. (See Safer Recruitment and Selection Policy). In all staff appointments the best candidate will be appointed based upon strict professional criteria, linked to the Job Specification.
- Parents, staff and pupils will be made aware of the Academy's commitments 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 as well as work within topic books.
- Racist language, symbols, graffiti, badges or insignia on clothing or bags are forbidden in the Academy.

Protocol to be followed in the event of racism

Any form of racist incident within the Academy will be treated seriously.

- Allegations of racism will be taken directly to a member of the Senior Leadership Team (SLT) immediately.
- A member of the SLT will be investigate the incident and record their findings.
- It will be made clear to perpetrators that any form of racism is not acceptable and the member of the SLT dealing with the investigation will decide on the correct consequence, alongside the Principal.
- Victims shall be offered support. This may be in the form of 1-1 work with the Inclusion Mentor, or may for instance take a restorative approach in terms of having a meeting between themselves and the perpetrator.
- Parents will be contacted on both parties and informed of the outcome of the investigation.
- Racist incidents will be reported to the Local Authority on an annual basis.