



ANTI-RACIST POLICY

At Bryn St. Peter's CE we believe in creating a whole school culture that is safe and inclusive. All our teaching is based on Christian values, especially those of faith, hope, love, respect and compassion. We also expect that all our children will become members of a safe school community, based on fairness, tolerance, responsibility and understanding for all. Our primary objectives at all times are to educate, develop and prepare all pupils, whatever their colour, culture, origin or gender to lead positive lives.

AIMS

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.

The 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. The school is committed to emphasising the common elements and values of our diversity whilst appreciating the differences.

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

OBJECTIVES

- To encourage pupils to enjoy the multi 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.
- To implement a well-balanced, objective and sensitive curriculum to avoid omissions and misrepresentations of historical, cultural and racial differences and experiences.
- To ensure that pupils know and understand, from an early age, what constitutes a racist remark or action and why it is offensive.
- To use the correct name to describe their language and be confident to speak, hear or read in their home language in school.
- To learn not to use their own language to deliberately exclude other pupils.
- To accept and respect names from other cultures.

GUIDELINES

- 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 people 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 pupils will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays.
- Racist symbols, badges or insignia on clothing or bags are forbidden in school



- Graffiti to 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.
- The school will make full use of the advice and resources available from the LA
- In all staff appointments the best candidate will be appointed based upon strict professional criteria.
- To follow the LA/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 racist literature
- Writing or expressing provocative slogans or catch phrases

ACTIONS

- All forms of racial abuse by any person within the school is treated seriously.
- We will record, investigate and act upon such incidents and parents will be contacted.
- All incidents of racism should be reported to the Headteacher or in his/her absence another senior member of staff.
- All racist incidents will be investigated by the Headteacher or other senior staff member
- It will always be made clear to offending pupils that such behaviour is unacceptable.
- By encouraging pupils to work collaboratively within an integrated group we will discourage such abuse.
- The Chair of Governor's will be kept informed about the occurrences of racial incidents. Such incidents are also reported in the termly Headteacher's report to Governors