

# Nechells Academy

# Anti-Racist Policy

---

**This policy was reviewed by E-ACT on/by:**

Date: October 23rd 2018

Department(s):

**This policy was ratified/reviewed by Governors on:**

Date: October 23rd 2018

Date:

Frequency of review: Every year

Note: This document uses the most current Government information and guidance at the time of writing. It may change according to Government policy. Contact E-ACT Head Office with any questions.

## **Nechells Primary E-ACT Academy**

### **School Anti-Racist Policy**

#### **Rationale**

- The primary objectives of Nechells Primary E-ACT Academy 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. (See our 'Aims and Vision').
- 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 multiple culture 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 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 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 (See \* **Unacceptable racist acts**)
- 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 for staff**

- Pupil's 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.
- 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 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.
- In all staff appointments the best candidate will be appointed based upon strict professional criteria.
- To follow the LEA/Governing Body Admission Policy which does not permit race or colour to be used as criteria for pupil admission.

### **\* 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 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 Pastoral Head of school/Executive Principal or in his/her absence another senior member of staff.
- All racist incidents will be investigated by the Pastoral Head of Schools or other senior staff member.
- Blank forms and completed reports and investigations are kept in the Pastoral Office.
- 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.
- Racist incidents in school are reported to the LEA each term.
- The LEA feeds back statistics to the school regarding racist incidents across the City
- The Governor's will be regularly informed about the occurrences of racial incidents. Such incidents are also reported in the termly Pastoral Head of schools' report to Governors.
- Should any member of staff be aware of a racist incident out of school, perhaps involving parents or carers this should also be referred to the Pastoral Head of schools who may use the Multi- Agency Safeguarding Hub Sheet to record and report any such incident to an appropriate agency (e.g. police, housing, Racial Harassment Project).