PARK SCHOOL AND LITTLE CRICKETS - ANTI-RACISM POLICY

This policy supports the school's duties under the Equality Act 2010 and the Independent School Standards Regulations.

1. INTRODUCTION

The school is committed to ensuring that no member of the school community experiences discrimination, harassment or victimisation on the grounds of race, colour, ethnic or national origin, religion or belief, or any other protected characteristic. The School anti-racist policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their race, ethos, nationality or ethnic origin. The **P.A.R.K.** School values support this by teaching pupils to be polite and kind to all people.

2. DEFINITION OF RACISM

- The definition of racism as defined in the Macpherson Report:
- 'Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as its more overt form'.

3. AIMS OF ANTI-RACISM POLICY

3.1 It is the right of every child to an education that is aimed at developing their personality, talents, mental and physical abilities to their fullest potential.

3.2 Park School will promote race equality and all pupils will be provided with opportunities to study their own values and those of others, appreciate diversity and develop respect for others.

3.3 Park School community will support equality, justice and mutual respect.

3.4 Park School staff will work to protect pupils from the risk of radicalisation as part of the School's wider safeguarding duties. We will actively assess and monitor the risk of pupils being radicalised and drawn into extremism. Staff will be alert to changes in pupil's behaviour which could indicate that they may be in need of help or protection. Staff will use their professional judgement to identify pupils who may be at risk of radicalisation and act appropriately, which may include making a referral to the Channel programme. The school will work with the Pan-Dorset Safeguarding Partnership as appropriate.

4. GOOD PRACTICE

4.1 Park School community recognises and nurtures the identity of children of all races and cultures.

4.2 We strive to develop positive anti-racist language, awareness, images and strategies in order to create policies, practice and an environment which reflect that all people are equally valued and that no harassment will be tolerated.

4.3 Park School will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which are positively valued.

4.4 Through appropriate Personal Social and Health Education, school assemblies and the curriculum, pupils will be shown that racism, in any form, is unacceptable.

4.5 Racist behaviour conducted online, through social media, messaging platforms, gaming platforms or other digital means will be treated as seriously as incidents occurring in person.

5. INVESTIGATION OF RACIST INCIDENTS

5.1 All members of staff investigate and act upon any racist incident that they witness or which comes to their attention. This should be done as soon as possible after the act and recorded on the Wellbeing

Manager. If that member of staff is not the class teacher of the pupils involved, they must refer the situation to the class teacher(s), as soon as possible, and certainly before the end of that school day.

5.2 Above all, it is imperative that we create an ethos where pupils who have experienced a racist act are encouraged to talk and to trust that their situation will be improved by talking to us. Pupils will often talk to their class teacher, but they may also choose to speak to other staff, parents or anyone else they trust.

5.3 It will usually be right to involve both the parents of the victim and of the perpetrator. If parents are to be involved, this should be done as quickly as possible after the incident. The Headteacher or a member of the SLT must be consulted before informing parents.

5.4 Staff keep written records of all investigations into racist incidents, which are shared and stored in accordance with paragraph 7 below.

6. ACTION TO BE TAKEN

There is no one remedy and each case is different. The following is a non-exhaustive list of the options that may be considered:

6.1 Action involving the pupils

- Counselling and support for the victim of the racist act;
- Time spent talking to the child who has carried out racist act: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future;
- Following consultation with the Headteacher and with the parents, a pupil may be placed on our report system which monitors behaviour throughout the school day.
- Sanctions against the child who has acted in a racist way (see our Behaviour policy, including sanctions- School). These may include strong sanctions such as exclusion in cases of severe or persistent racist actions.
- Strict talk to a group or groups of pupils, or to the whole school;
- In the case of online racist actions, a child may be asked to remove any material deemed to be inappropriate or an internet service provider may be contacted to remove content. Internet access may be suspended at school for specific users for a period of time.

6.2 Action involving the parents

- Following consultation with the Headteacher, parents may have been involved in the investigation stage.
- If a child is put on a report system, the parents are notified and involved in the process
- A meeting with the parents attended by the Class Teacher and the Headteacher. Such a meeting will be called by the Headteacher if it is felt that the bad behaviour of one or more children warrants it. The primary purposes of such a meeting are to discuss ways of improving the bad behaviour and to put parents on notice regarding the consequences of continuing bad behaviour which may include temporary or permanent exclusion from the school.
- A meeting with the parents attended and arranged by the Headteacher to discuss the decision to permanently exclude a child would be made only in consultation with the School Board of Governance. Following the meeting, a letter will be sent to the parents by the Headteacher summarising the meeting.
- In cases where one or more sets of parents have been involved in investigations, the parents of all pupils (both the victim and the perpetrator) must be contacted again at the end of the investigation so that all parties understand the action taken by the school. The Headteacher or a member of the SLT must be consulted before contacting parents to inform them of the action taken by the school.

6.3 Action involving outside agencies

- In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as MASH, the police, Pan-Dorset Safeguarding Partnership or the Channel programme.

7. RECORD KEEPING

7.1 It is the responsibility of the class teacher to ensure that written records are kept for each individual pupil. All incidents of significant misbehaviour must be recorded on the Wellbeing Manager, with an email being sent to the Headteacher to make them aware of the entry.

8. THE ROLE OF PARENTS

8.1 Parents who are concerned that their child might be the victim of racism, or who suspect that their child may be the perpetrator of racist actions, should contact their child's class teacher immediately.

8.2 Parents have a responsibility to support the School's Anti-racism policy and to actively encourage their child to be a positive member of the school.

9. THE ROLE OF THE HEADTEACHER

9.1 It is the responsibility of the Headteacher to ensure that this policy is known and implemented by all staff (both teaching and non-teaching) throughout the school.

9.2 The Headteacher will take any action that is appropriate to ensure that all children know that racism is wrong, and that it is unacceptable behaviour in this school or in the wider community.

9.3 Using the Wellbeing Manager to log incidents enables them to identify and respond to patterns over time, and to record all significant action that has been taken to implement this policy. This log is reviewed in conjunction with the First Aid log and absence records by the Headteacher to identify patterns and her review is reported to the School Board of Governance termly.

9.4 The Headteacher ensures that all staff receive appropriate training to be equipped to implement this policy effectively and ensures that the prevention of, investigation of, and the response to racism is appropriately discussed in staff meetings and training days.

10. THE ROLE OF SCHOOL BOARD OF GOVERNANCE

10.1 The School Board of Governance supports the Headteacher in all attempts to eliminate racism from our school. This policy statement makes it very clear that the School Board of Governance will not tolerate racism in our school, and that any incidents of racism that do occur are taken very seriously and dealt with appropriately.

10.2 The School Board of Governance monitors the incidents of racist acts that occur and this policy, together with the procedures outlined herein, are reviewed annually by the Headteacher and the School Board of Governance. The School Board of Governance requires the Headteacher to keep accurate records of all serious incidents of racism and to report to the School Board of Governance annually about the effectiveness of the school's anti-racism strategies in conjunction with the anti-bullying strategies.

10.3 The School Board of Governance responds within twenty working days to any request from a parent to investigate incidents of racism. In all cases, the School Board of Governance notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the School Board of Governance.

11. MONITORING AND REVIEW

11.1 The content and effectiveness of this policy is monitored on a day-to-day basis by the Headteacher and formally reviewed in staff meeting. The Headteacher reports to the School Board of Governance about the effectiveness of the policy at least annually.

11.2 This Anti-Racism Policy is the School Board of Governance's responsibility and they review its effectiveness annually. They do this by examining the School's Bullying and Behaviour log, and by discussions with the Headteacher. The format of the Bullying and Behaviour log is such that patterns of racist incidents can be identified and the Headteacher and the School Board of Governance can analyse recurring triggers or situations.