

Graham James Primary Academy



Anti-Racism Policy

Agreed by Governor/ Head teacher: September 2018

Next Review Date: September 2020



GRAHAM JAMES PRIMARY ACADEMY

Anti-Racism Policy

Rationale

The primary objectives of Graham James Primary Academy & Little J's Nursery are to educate, develop and prepare all our pupils, whatever their colour, culture, origin or gender to lead positive lives. Mutual respect is at the heart of our school. Children learn that their behaviours have an effect on their own rights and those of others. All members of the school community treat each other with respect and the schools motto underpins this – 'Caring to learn, learning to care'. Graham James serves a growing multi-faith community where each person is respected and valued equally without regard to ability, gender, faith, heritage or race. We are a school whereby children and adults respect and help each other.

We actively promote diversity through our celebrations of different faiths and cultures. Religious Education is taught from reception all the way through to year 6 covering religions such as Christianity, Islam, Judaism and Sikhism. Our Religious Education lessons combined with PSHE lessons reinforce the messages of tolerance and respect for others. Members of different faiths and religions are encouraged to share their knowledge to enhance learning within classes and the school.

Our Vision:

Graham James is an important part of the community. Our aim is for each individual, regardless of gender, race, culture and background, to reach their full potential in an inclusive environment. We have support to try, the confidence to fail and the encouragement and challenge to reach our potential in a safe, stimulating and happy atmosphere. We believe in parents/ carers as partners in education, value their knowledge of their children and recognise their role in the decision-making process. We are a team that work together to achieve high standards of learning, of moral and social behaviour and to develop a sense of value and high self esteem.

Procedures for dealing with racist incidents

Allegations of racist incidents/racial harassment can be made to any member of staff – however, we recommend that it is reported to the class teacher as soon as is reasonably possible.

An initial discussion would then take place between the person making the allegation (could be alleged victim, friend, witness etc) and the first staff contact – this will act as a fact finding task in order to gain details of the incident being reported.

Action will be taken to interview the alleged victim and separately to interview the accused, ensuring confidentiality (the approach will vary depending on the age of the children).

Should an allegation be substantiated, action will be considered by senior staff in line with the academy behaviour policy. A meeting will be arranged between the alleged victim's parents/carers to say what has happened, explaining what the school is doing in general terms

and giving the parents the opportunity to discuss the matter (This may be completed via a telephone conversation).

- Also, a meeting will be arranged to the accused pupil's parents/carers to say what has happened; that an allegation is being investigated; outlining proposed action and the school's general position on this. Parental co-operation will be requested and expected (This may be completed via a telephone conversation). Any child proven to have been racist will be supported in order to understand what they have done is wrong (re-education).
- Any reported racist incident will be logged and recorded on the appropriate forms (obtained from the Mr R Turner – Deputy Head Teacher).
- If necessary – advice will be taken from Thurrock Local Authority (Local Children's Safeguarding Board – LSCB) in order to make sure the correct safeguard procedures are being adhered to.
- Each member of staff (teaching and support staff) will take incidents of harassment seriously with the Head Teacher taking responsibility for implementing procedures for dealing with racist incidents.
- Incidents of racial harassment will be recorded by the Head Teacher/Deputy Head Teacher who will open an Incident Report.
- All members of staff will be sensitive to the need for confidentiality when dealing with cases of racism.
- A summary of any racist incidents will be reported to the governors by the Head Teacher/ Deputy Head Teacher at Governor meetings (under the umbrella heading 'safeguarding').
- Any victim of racism will be supported and monitored closely in order to ensure their well-being and development is not affected (e.g. counselling, regular support checks etc).

Please note – When dealing with reported incidents and setting consequences, the age of the child will be taken into consideration.

Prevention:

From our Nursery all the way to year 6, Graham James Primary Academy are committed to tackle any form of discrimination and understand the importance of promoting 'British Values'.

We will ensure that we provide sufficient opportunity for pupils to learn about cultural diversity and to directly challenge racist attitudes and behaviour. E.g. Faith visits to places of worship other than Christian; Multi-cultural events or celebrations may be held to show the richness and variety represented by our pupils.

Curriculum plans are monitored by the Senior Leadership Team (SLT) and our policy is monitored and reviewed regularly.

Through our teaching of PSHE (Personal, Social and Health Education) we hope to educate, repair any damage and build toward a better understanding and more caring atmosphere.

To demonstrate our long term commitment towards tackling discrimination of any form, please refer to the 'Equality, Diversity & Inclusion Action Plan (2016 – to be reviewed in September 2020).

Monitoring and review

This policy will be reviewed every two years. However, the policy may be reviewed earlier than this if the government introduces new regulations, or if recommendations are received on how the policy might be improved.

Mrs Petra Back

Head Teacher

Mr Richard Turner

Deputy Headteacher

Mr Terry Myers

**Vice Chair of Governors &
Safeguard Link**