

POLICY

Anti-Racism

Date of approval by governing body:	Spring 2016
Review date:	Spring 2017
Policy Owner:	Assistant Headteacher: Student Welfare

The King's has a pivotal role to play in every student's spiritual, moral, social and cultural development. Through our mission to ensure that every student learns with truth and love, we ensure that we support each student through the promotion of the Christian values of justice, grace, trust, thankfulness, aspiration and celebration (as identified, by students, staff and governors). This mission and these values underpin this policy and its related practices.

Our aims are:

- To provide a curriculum which shows breadth, balance, continuity, progression and integration within quality programmes of study;
- Assess pupils progress effectively, keeping appropriate records and reporting to parents;
- Ensure learning and teaching guarantees inclusion in a motivating environment, encourage all children to be responsible and independent in their learning enabling them to be valuable citizens;
- Establish a positive ethos based on a climate of mutual respect, encouraging equality and fairness through strong partnerships, therefore creating a welcoming happy atmosphere;
- Provide annual reviews, financial support and staff development opportunities to enable staff to meet the challenges of the future;
- Foster good relationships and team work through consultation, development planning and high quality leadership;
- Attain a high level of achievement and celebrate success.

Good Practice

- ✓ The Senior Leadership Team and staff show a strong commitment to equality and fairness.
- ✓ The Senior Leadership Team provide clear guidance and support for staff in taking forward race equality.
- ✓ Students' progress and achievements are monitored effectively and appropriate steps are taken to ensure that all pupils fulfil their potential.
- ✓ Students have self-respect, show respect for others and recognise and value diversity.
- ✓ Positive steps are taken to encourage and enable all parents to participate effectively in their children's care and education.
- ✓ Parents and other positive role models from the community are encouraged to share their knowledge, skills and expertise.

Racial Harassment

This can include:

- Physical assault;
- Derogatory name-calling, insults and racist jokes;
- Racist graffiti;
- Verbal and non-verbal abuse and threats;
- Incitement of others to behave in a racist manner;
- Racist comments in the course of discussion in lessons;
- Ridicule an individual for cultural differences;
- Refusal to co-operate with others because of their colour, ethnicity or language;
- Written derogatory remarks;
- Accessing racist material on the Internet unless part of a study of racism within curriculum.

Racist Bullying

All racist incidents, including those which could be deemed to be racist bullying must be recorded on the discrimination incident report form.

Where there is evidence that a number of individual racist incidents have been perpetrated against the same child/young person, staff should be vigilant to the possibility that the individual could be experiencing the effect of. The steps taken to resolve alleged racist and bullying incidents are the same i.e. reviewing the situation and providing support, and challenging the behaviour of, those involved.

Racist Incidents Involving Staff

Racist incidents can sometimes involve members of staff as perpetrators or victims. When a member of staff is implicated in a racist incident it will be dealt with by Head Teacher or committee of the governing body.

Incidents Occurring in the Local Community

When racist incidents occur out of school and are brought to the attention of staff via a third party the Headteacher may consider discussing such situations with the police.

Involving Parents of Alleged Victims or Perpetrators

Parents of alleged victims and perpetrators will be informed. Concerns from parents will be responded to in an appropriate manner.

Violence against Staff

Staff who are threatened by a parent or pupil must report the incident immediately.