



Anti Racist Policy

School Mission Statement

"We welcome everyone into our community in order to live, love and learn together in the light and example of Christ."

At St Clare's Catholic school you will find us caring, hardworking and co-operative. We follow the ways of Jesus using our talents and gifts to make our school special. We show respect to all and welcome you.

Staff try to eliminate any bias towards or against any particular group or individual. They are asked to respond positively in their approach to incidents relating to race or religion be it in the classroom or the playground or with parents, keeping the school mission statement to the forefront.

St. Clare's is committed to an education that reflects catholic beliefs and it is the policy of the school to value and acknowledge the diversity of human experience and the dignity and worth of all persons, regardless of race and ethnicity. We are committed to the identification and removal of all discriminatory practice in our operations and to provide an anti-racist and ethno cultural equity curriculum for all pupils.

Identifying Racist Behaviour

At St Clare's, all children and adults are encouraged to respect each other's:

- Cultural heritage
- Beliefs and practices and to understand that there are similarities and differences between all people.

If there are occasions when a child or adult might exhibit racist behaviour towards another person. These need to be swiftly identified and dealt with.

Racist behaviour can take a variety of forms. Some of these are more obviously offensive than others. However, some apparently harmless incidents can be damaging in the long term. Below are examples of the kinds of incidents that we may encounter.

- Derogatory name calling, insults, racist jokes and language
- Racist comments during discussion in lessons
- Ridicule of an individual for cultural differences, for example, food, music, dress
- Refusal to co-operate with others because of their ethnic origin



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- Verbal abuse and threats
- Physical assault against a person/group because of colour and/or ethnicity
- Racist graffiti
- Incitement of others to behave in a racist way
- Bringing racist material such as leaflets, comics or magazines into school.

Incidents Involving Staff

An allegation of racist behaviour on the part of any member of the teaching or non-teaching staff is a serious disciplinary matter and will be the responsibility of the Governing Body. In addition there are specific procedures for dealing with racial harassment as part of staff grievance procedures.

Where the victim of alleged racist behaviour is a pupil, the Headteacher should, after careful investigation, seek to resolve the matter informally. If the matter cannot be resolved satisfactorily at this stage then the parents/guardian should submit the complaint in writing to the Headteacher who will investigate the case further and take appropriate action. This could involve the use of formal disciplinary procedures.

Where a member of staff is the victim of racist behaviour by pupils, it is important that full support is given to the member of staff concerned.

Incidents Outside School

There may well be occasions when racial incidents outside school, or involving outside perpetrators, are brought to the attention of the Headteacher. These incidents should be reported to the appropriate authorities. Opportunities should also be taken to condemn such incidents publicly.

Racial Tension

It is important that teachers are sensitive to all signs of possible victimisation of individual pupils or groups of pupils and that this should also be reported, even where there is no identifiable incident. Similarly, all behaviour which can be seen as possibly reflecting racial tension within the school as a whole should be reported, for example small groups of pupils form isolated groups within the playground or the classroom.

Supporting the Victims

It is important that the school creates a climate in which victims of racial incidents feel able to report them. All staff and pupils are encouraged to report incidents that they witness and all such reports should be followed up. We will also consider the particular vulnerability of pupils with special educational needs who may also be prey to racism within the school but find communication on their position and feelings difficult.



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Staff dealing with such incidents should be sensitive to the issue on the part of the victim, which may be a reaction to a long series of relatively minor incidents that have not been reported or dealt with appropriately.

Staff and parents of victims will be offered support and it may be appropriate, in some cases, to involve the Education Welfare Service and other agencies. Schools need to recognise that the victims of racial incidents may require pastoral support over a long period in order to regain personal confidence. In addition, the school needs to demonstrate its willingness and ability to address the issue of racial harassment.

Monitoring and Reporting

It is essential that records are kept of racial incidents to enable the school and the Governors or other advisory source to identify any patterns of behaviour whereby individuals or groups can be shown to be regular victims or perpetrators of racial harassment. All incidents must be recorded in the class incident books.

Recording

Incidents will be dealt with as and when they occur. Any repeated allegations will be recorded for the governors to view and act upon.

Ethnic Origin

In identifying the ethnic origin of victims and perpetrators, the following generally accepted terms will be used.

- Pakistani
- Bangladeshi
- Indian
- Chinese
- Black-Caribbean
- Black-African
- Black-Other (please describe)
- White
- Any Other ethnic group (incl. Irish)

This policy is subject to annual review.



ST CLARE'S CATHOLIC PRIMARY SCHOOL



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