

Duddon Saint Peter's CE School



Racial Awareness Policy

We are committed to achieving equality of opportunity. We are opposed to discrimination of any kind ~ ethnicity, culture, colour, sex, disability, physique or age. We understand the importance of combating racism and working towards racial equality in a predominantly white environment.

Racial abuse and harassment is defined as: physical abuse, graffiti, name calling, hostile, derogatory, insulting and generally negative remarks or “jokes” made in connection with a person’s ethnic group, skin colour, religious beliefs, language/dialect, cultural background or nationality, or the display of offensive material and differential treatment.

The school will follow the statutory Code of Practice to promote race equality.

Aims and Objectives

- We aim to create and maintain an environment which demonstrates that all individuals are valued equally
- To make our pupils aware of racism and prejudice in all its forms
- To provide an environment where racist assumptions, attitudes and behaviours are continually challenged
- To establish an environment where school becomes effective in reducing prejudice and raising self-esteem
- To promote an understanding of a variety of cultures
- To encourage open minds, reflection, consideration and tolerance.

Guidelines

- Avoid reinforcing stereotypical views of our society
- Use resources which positively portray children and adults from a variety of ethnic and cultural backgrounds
- Choose stories/folk tales from a range of different cultural traditions
- Choose stories or poems written by children from different cultures
- Ensure that pupils whose mother tongue is not English should have the opportunity to share their home language skills within the National Curriculum where appropriate
- Ensure that pupils for whom English is a new language, have their needs assessed by the appropriate agency to facilitate access to the curriculum.

Action

All allegations of racial abuse or harassment will be taken seriously and each incident investigated by the Head. We will:

- Refer to LA guidelines for support
- Listen to the complaint/allegation
- Investigate and report back findings to the pupil and/or parent carers
- Inform the parent carers of the perpetrator in writing
- Report racist incidents to the LA on the appropriate documentation
- A log is made of any racist incident and a paper copy is kept in the Head teacher's office.
- Monitor the number of incidents

Reporting

Any incidents will be reported to governors at Governing Body Meetings.

Conclusion

We intend through this policy to educate the pupils of our school towards an understanding of and commitment to a society where all peoples are treated as equals. We are committed to raising awareness of the changing nature of culture and the need for ongoing review and evaluation of this policy document to ensure that it is relevant to all members of the school community.

Date: *June 2021*

Date of review *Summer 2023*