

# Queensgate Primary School

## Anti-racism Policy



<b>Date of Policy</b>	<b>Date approved by Governing Body</b>
<b>Autumn 2024</b>	<b>Autumn 2024</b>

<b>REVIEW SCHEDULE</b>			
<b>Date of next Review</b>	<b>Date reviewed by Governing Body</b>	<b>Change previous document (Y/N)</b>	<b>Date circulated (if changes)</b>
<b>Autumn 2027</b>			

## Introduction

**At Queensgate Primary School we have a zero-tolerance approach to racism. Any form of racism, whether intentional or unintentional by children or adults within Queensgate Primary School premises is strictly prohibited. All members of the school community (children, staff, parents and visitors) have a right not to experience racism at school, whether or not this is directed at them.**

We are committed to working with children, staff, governors and parents/carers to create a school community where racism is not accepted and a community which aspires to fulfil our school aim of 'Inspiring a Love for Life and Learning.' We work actively:

- to develop a climate which is intolerant to racism
- to ensure an atmosphere in which all pupils feel valued and listened to have the confidence to share any concerns

Our approach to preventing racism within our school involves direct teaching about racism and its effects, celebrating difference and diversity and promoting equality, inclusiveness and positive behaviour. Queensgate Primary School values all children and seeks to ensure that they learn that challenging hurtful behaviour and discrimination is an important part of our inclusive ethos and is central to our role in promoting British Values to prepare children for life in modern British society. Our inclusive curriculum, books and displays in school as well as our assemblies, reflect and affirm diversity of language, culture, religion and appearance.

## What is a racist incident?

Every School has a statutory duty to promote race equality. This arises from the Race Relations Act 1976, Race Relations (Amendment) Act 2000, Education and Inspections Act 2006 and the Equality Act 2006. A key legal duty is to record and monitor all racist incidents and ensure appropriate action is taken following each recorded incident.

Schools are required to use the following definition for recording and responding to racist incidents:

***'any incident which is perceived to be racist by the victim or any other person'***

Racist incidents may include\*:

- Threatened or actual physical assault
- Verbal abuse
- Racist graffiti (on school furniture, walls or books)
- Distributing racist literature – including internet links
- Wearing of badges or symbols belonging to known racist organisations
- Name calling
- Teasing in relation to language, religion or cultural background
- Expressions of prejudice calculated to offend or to influence the behaviour of others
- Intimidation
- Isolation and spreading of rumours
- Micro-aggressions
- Inappropriate and hurtful humour

\* N.B. This list is not exhaustive

It is also important to note that racist incidents and racist bullying can be subtle and may not always be racially explicit. These kinds of incidents can be just as damaging to victims as explicit racism. Children may also suspect the motives and intent of other children when perfectly acceptable language is being used.

It should also be noted that under the prescribed definition racist incidents can occur without a victim or target being present, for example telling a racist joke or making derogatory remarks about a particular ethnic community. Such incidents will also be recorded and resolved.

An incident which is perceived by anyone to be racist will be investigated, recorded and monitored as such. This designation does not necessarily mean that racism has occurred.

### **Responding to incidents**

We will:

1. Support anyone who has experienced offence. It will be made explicit that their concerns will be listened to.
2. Investigate the incident and talk to each child involved, including bystanders, to find out what has happened and seek to understand why it has happened.
3. Tell the parents/carers of the children involved and keep them informed about how the incident is being dealt with.
4. Where offence was intentional, child/ren will spend time away from their class with a member of staff. The member of staff will deliver an age-appropriate educational programme to the child/ren to ensure that they understand that racist language/ actions will not be tolerated and why their actions caused offence.
5. Where offence was unintentional, children will need to understand how offence was caused and be supported to make any changes necessary in their behaviour.
6. Talk with others who have been bystanders to the racism about how they could stop this behaviour in the future and how they can be an ally.
7. The highest priority will be placed by the school on resolving any breakdown in relationships and ensuring that children can move on positively from the experience. Restorative approaches will be at the centre of our response to any incidents.
8. Consider any curriculum implications, including the need for a school assembly or lessons.
9. Record the incident and actions on CPOMS.
10. Use the appropriate behaviour sanction in line with our school's behaviour policy.
11. Keep the situation under regular review to ensure that any harassment, abuse or victimisation has stopped and that the victim feels safe.

Racist incidents may indicate concerns about violent extremism. Violent Extremism is defined by the Crown Prosecution Service as 'the demonstration of unacceptable behaviour by using any means or medium to express views, which:

- Encourage, justify or glorify terrorist violence in furtherance of particular beliefs
- Seek to provoke others to terrorist acts
- Encourage other serious criminal activity or seek to promote others to serious criminal acts
- Foster hatred which might lead to inter-community violence in the UK'.

### **Recording of incidents**

When a racist incident takes place, it will be recorded using our online reporting platform (CPOMS). All incidents will be recorded, including the date, the names and ethnicity of the perpetrators and victims, the nature of the incident, and action taken in response.

In recording incidents, it is not the intention to label individuals as racist. By recording all incidents, the school is able to:

- demonstrate that they have dealt satisfactorily with incidents

- monitor trends and patterns of behaviour in CPOMS if they exist
- take preventative action against racism which may come into the school from society in general
- provide good educational responses to any behaviour that is of concern

The number of racist incidents (including a nil report) will be made within the Headteacher's Termly Report to the Full Governing Body. The Local Authority will be informed of any incidents via the [Hate Crime Incident Form](#)

### **Expectations of parents/ carers**

Parents are expected to ensure that their children display appropriate and acceptable behaviour in and out of school.

When a racist incident occurs in school we will always contact the parent/s of the victim and the offender. Support will be sought from the parents of the offender by asking them to reinforce how and why the actions that caused offence were unacceptable.

### **Performance indicators for preventing and dealing with racist incidents**

In reviewing the effectiveness of this policy staff and governors will consider:

- the feelings of victims (and their parents) on the satisfaction of the support received and the resolution of incidents
- progress and self-esteem of those who have been offended
- the continued good progress and self-esteem of those who have caused offence
- whether the action taken successfully prevented repeat incidents
- the willingness of children (and parents) to draw their concerns to the attention of staff
- the consistency of response and confidence of all staff in following school policy
- whether good race relations are being maintained in the school community
- underlying causes for any rise in numbers of incidents, whether these were preventable and if further action or change in policy and practice is now necessary.

### **Violence against staff**

Staff who are threatened by a parent or pupil must report the incident to the Headteacher/Deputy Headteacher immediately. If deemed appropriate, we will report any racist behaviour to the Police and we will support the member of staff in such circumstances. We will not tolerate acts of hate.