

**ALPINGTON & BERGH APTON  
CHURCH OF ENGLAND V.A.  
SCHOOL**

**ANTI-RACIST POLICY**

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## **ANTI RACIST POLICY**

### **Introduction**

We believe that all students are entitled to equal regard just as they are entitled to equality of opportunity in learning. The school aims to create an environment where no members of the school should experience racism, whether or not it is directed at them.

### **Definition of racist incidents**

A racist incident can take the following forms:

1. physical harassment - includes violent attacks or physical intimidation on children or adults, as well as incidents of 'minor' intimidation which are cumulative in effect.
2. verbal harassment - name-calling, ridiculing a person's background or culture, off the cuff remarks of a racist nature which cause offence.
3. non-cooperation and disrespect - ostracism, refusing to work with or show respect may be a racist incident if there is evidence of racist motivation or the 'victim' perceives such a motive. Inadvertent disrespect, e.g. ignorance by any member of the school community of a student's cultural practices which causes the pupil to feel harassed or uncomfortable.
4. stereotyping - this can sometimes be the most subtle form of racism because it can lead to discrimination.
5. the hidden curriculum - use of inappropriate teaching materials. This area falls within the Curriculum Complaints Procedure.
6. other incidents - racist jokes and vocabulary, graffiti, racist badges, literature.

Many racist incident will be of a less obvious type and, therefore, difficult to detect and deal with. Incidents may not occur in the presence of teachers or adults. It is, therefore, important that we develop strategies to ensure all members of the school community are sensitive to, and take responsibility for, reporting and dealing with such incidents.

### **School's response**

All members of the school community should feel secure in the knowledge that it is the responsibility of us all to deal with racist incidents in an appropriate manner. The course of action to be taken will be that which is exemplified on the Racist Incident Record sheet. All incidents will be recorded in the school's Behaviour file which is kept in the staff room.

The school community intends to respond to racist incidents by:

1. supporting the victim(s).
  - a) The school will do all it possibly can to support the victim(s) and give due attention to their concerns and feelings.
  - b) If considered appropriate both victim(s) and perpetrator(s) will be brought together to discuss the incident and issues arising from it.

- c) Where appropriate, parents will be involved in such discussions and the policy and actions of the school will be explained.
- d) Any subsequent action taken against the perpetrator(s) will be communicated to the victim(s).

2. Dealing with the perpetrator(s).

- a) The incident will be recorded on an incident sheet and filed.
- b) Consequences of their behaviour will be explained. Appropriate action may follow which conforms to the school's Behaviour Policy.
- c) Perpetrator(s) will be encouraged to discuss incidents and attitudes.