



Bowhill Primary School

Anti-racism Policy

Approved by The Local Governing Body: 16.11.2021

Next review date: 16.11.2026

Anti-racism Policy

Children have the right to feel safe in school

This policy is to be considered in line with our Equality Duty (published separately) and we will ensure that at all times we will seek to promote equal opportunities and good race relations, avoiding discrimination against anyone for reasons of ethnicity, disability or gender. Appropriate action will be taken in cases of harassment and discrimination.

Racist behaviour of any description is not tolerated at Bowhill Primary School. The staff and Governors of Bowhill Primary School will deal promptly and within recommended guidelines for racial abuse, racial attacks, racist graffiti and literature.

All adults and pupils involved with the school will be made aware of the policy and procedures.

At Bowhill Primary School, racial harassment or abuse is seen to be any form of behaviour which has the effect of intimidating, ridiculing or undermining the confidence of any person, adult or child, due to their colour, nationality or ethnic group. The school will challenge this type of behaviour, as it should not be tolerated as *'part of growing up'*.

Such behaviour could include:

- unwelcome comments or gestures;
- verbal abuse;
- physical abuse;
- derogatory comments or jokes;
- written abuse, including graffiti and the display of offensive material;
- shunning of particular employees or pupils;
- differential treatment;
- bullying.

The school does also understand that incidents at school can be driven by wider societal factors beyond the school. When incidents are recorded at school, and this may be as a result of pupils repeating what they may be hearing at home, this will also be challenged through engagement with the pupil's parents. It may also require a multi-agency approach that includes the police, the local community and faith groups.

Procedures:

1. All incidents of alleged racial abuse will be reported to the Headteacher.
2. All allegations of racial abuse and harassment will be taken seriously and dealt with within a reasonable timescale i.e. no more than 36 hours to elapse before investigation - usually within the same working day.
3. All allegations will be recorded using reporting forms.

4. The forms will be kept by the Headteacher.
5. Reporting forms will be stored electronically and be available for inspection by staff and Governors on request.
6. The number of incidents and the broad outline of allegations will be reported regularly to the governing body through the Head teacher's report to governors. There is also a duty to report to the Local Authority any incidences that occur.
7. Where an incident relates to a member of staff and is deemed to fall within the school disciplinary procedures, the information regarding the disciplinary sanction will be deleted from the staff member's record in accordance with the disciplinary guidance/policy.
8. The school has the right, despite the disciplinary procedure time limit, to retain information about the facts of a complaint, an investigation and its conclusion.
9. As part of its investigation, the school will ensure that the perpetrator will be taught:
 - that racism is unacceptable;
 - that pain has been caused to another;
 - that their punishment will be as a direct response to their racist behaviour, not what provoked it;
 - that their parents will be informed;
 - that a full apology to the victim will be required.

Pupils will work with a member of staff to consider their behaviour and to create a greater understanding of the consequences of their racist attitude through a restorative approach.

10. The victim will be reassured by:
 - the rapid response to the complaint;
 - informing of parents;
 - support from a member of staff to ensure that self-esteem is raised;
 - close monitoring over an agreed period of time to ensure the incident is not repeated.
11. The school Curriculum, PSHE and Collective Worship plans will include regular stories and discussions promoting positive racial, cultural and ethnic tolerance and understanding which aims to ensure an inclusive approach that celebrates and shares diversity.