

Racial Equality and Anti Racism Policy

Principles

our overall objective is to prepare children to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance and co-operation.

All children should develop respect, understanding and appreciation of their own and others cultural and linguistic heritage through education.

We will enable the children to feel confident in challenge stereotypes and prejudices by building their self-esteem.

Aims

The racial equality and anti racist policy is rooted in the ethos of our school, which is to regard all people as being of equal worth:

The aims of the policy are to:

- Encourage and promote high self-esteem
- Provide equal opportunities for all
- Create an environment in which racist assumptions, attitudes and behaviour are continually and positively challenged
- Offer a curriculum which reflects and values cultural diversity
- Provide resources and materials which facilitate an anti-racist, multicultural curriculum, including the use of ICT
- Examine with the children the power of language to influence attitudes

Whole School Organisation

The Ethnic Minority Achievement manager is responsible for ensuring that the needs of multilingual and minority ethnic children are met. The manager should assist staff in the interpretation of the Racial Harassment Guidelines for Schools.

Senior management will support staff in planning an integrated cross-curricular approach, actively working to ensure that topics reflect pupils' cultural backgrounds as far as possible.

Teaching and support staff will ensure that all pupils are made aware of multicultural topics and that the specific needs of all pupils are met.

All children should be given the widest possible opportunity to experience and enjoy the multicultural nature of our society. Governors and all staff are responsible for ensuring that all parents and carers are aware of the schools multicultural and anti racist aims. The EMA manager will encourage and monitor the parental involvement of minority ethnic parents.

Assessment and Monitoring

The school office should advise the EMA manager of new arrivals. The class teacher, EMA manager will jointly make assessment of the individual. The EMA manager will liaise with the assessment manager to monitor achievement levels of different groups of children. This information will be used to target specific groups who are perceived to be under achieving.

Senior management and governors will address training needs resulting from inclusion.

Tackling Racial Incidents

In line with Southampton City Councils Racial Harassment Guidelines for Schools the EMA manager will monitor racial incidents within the school and ensure that all staff are aware of the procedures. All staff should check the Guidelines for definitions and procedures.

All staff are responsible for recording incidents and challenging racist behaviour in line with the School's bullying policy. Staff should ensure that:

- All incidents are dealt with immediately
- Support is given to the victim
- Racist behaviour will not be tolerated

All staff and governors will actively promote curriculum opportunities for pupils:

- To feel confident in talking about differences
- To be able to resolve conflict by separating issues of dispute from cultural or religious differences
- To be confident and have strategies for challenging prejudice and stereotyping
- To understand why anti-racist procedures are necessary

All staff including lunchtime supervisors and administrative staff will receive support and training in dealing with racial incidents.

The school will monitor resources and establish a bank of resources, which reflect a multicultural society, e.g. books, videos and photos. The school should provide diverse cultural experiences for the children by arranging:

- Visits to museums, exhibitions, art galleries
- Visitors to the school to share knowledge
- Work with artists, authors and performers
- Interactive displays
- Opportunities to respond to music, literature, art and dance from different cultures

Staff should draw on human resources from the school community to provide pupils with the opportunity to meet visitors / parents of varying religious, linguistic and ethnic / cultural backgrounds.