

ALDERMAN PEEL HIGH SCHOOL

ANTI RACIST POLICY

To be reviewed Oct 09¹

Principles and Objectives

Alderman Peel High School, within its curriculum and pastoral system, aims to embrace a range of diverse cultural backgrounds, values and beliefs and has in place strategies to combat racist behaviour and attitudes.

The School will therefore record all racist incidents, and then report them to parents, governors and the LA. Equally the school will record all racist incidents and report them to parents and governors.

Rationale

Racism damages all young people - it is not confined to particular areas where young people regularly come into contact with people from ethnic minority backgrounds. Young people growing up in Norfolk without sound understanding of cultural diversity, and an awareness of the need to prevent racial antipathy will be seriously disadvantaged in the world of the future. In short, they would be insufficiently prepared to take their place in the world.

As an International School, anti-racist education must actively challenge the ignorance which lies at the root of prejudice, and racism. It is just as vital in areas where the population is predominantly white, to ensure that any pupils are not damaged by holding prejudiced views.

Access to a broad and balanced curriculum should be underpinned by anti-racist practice. All areas of knowledge and understanding have been shaped by contributions from people from all races and cultures. This understanding is vital in ensuring that pupils gain an accurate picture of the development of thought and achievement.

Where there are limited opportunities for young people to regularly meet people from diverse cultural traditions, there is a need to ensure that other resources and sources of information reflect cultural diversity, and are carefully chosen to enrich young people's experience.

People and responsibilities

Mr J Platten (Headteacher) is responsible for monitoring the implementation and reviewing the effectiveness of this policy. The Governing Body is also responsible.

¹ To be reviewed annually in synch with National Antibullying Week
Alderman Peel High School
Students and Curriculum Committee
Policies Feb 2009

What does the policy cover?

All members of the school community, students, staff, governors and parents. Any incidents should be reported to the above personnel without delay.

Definition

"A racist incident is any incident which is perceived to be racist by the victim or any other person" (MacPherson Report 1999). Common examples include racist name-calling, racist bullying, graffiti, slogans etc.

Recording and Reporting

Mr Platten² has a folder containing forms for recording racist incidents within the school and for reporting back to the LA.

Access to this folder is restricted to the Headteacher and Governor responsible. Data protection means that only the minimum necessary information is kept. Names should not be used when reporting to the LA/Parents/Governors. Any racist incidents will be recorded in school. They will be also be reported to governors through Students and Curriculum.

Training

Alderman Peel High School aims to provide any training which it deems valuable for the staff and governors.

Curriculum

At Alderman Peel High School there are excellent opportunities to learn about cultural diversity across the curriculum and particularly within Religious Studies, History English and Citizenship. At all times information must be presented in a way which directly challenges racist attitudes and behaviour. The Global Dimensions work in Key Stage 3 seeks to challenge prejudices and raise awareness across the curriculum, particularly through the Creative Partnerships work.

Mr Platten is responsible for monitoring its effectiveness on a regular basis.

Procedures

Mr Platten should be made aware of any racial incident the same day and where possible initial investigations will also take place. In the event of his absence Mr Youngman will assume responsibility.

Perpetrators

The perpetrators will be dealt with in accordance with the School's behavioural policy.

Additionally, aims are to educate, repair damage and build towards a better understanding and more caring atmosphere. Any student involved in racist bullying will also be spoken to two to three weeks after the event to ensure that they are avoiding the same behaviour. This will be carried out by a nominated member of Student Progress. Said member of staff will be identified at the beginning of the process so that if the perpetrator feels under pressure from other students to continue to act in a racist manner then he or she can approach the member of staff for advice and support.

Targeted Students

Alderman Peel High School aims to show understanding and give reassurance. Where relevant, continued counselling or other support will be used. Any student who is a victim of racism will also be spoken to by a nominated member of student progress two to three weeks after the event to ensure that further racism has not occurred. Said member of staff will be identified at the beginning of the process so that if the targeted student has any concerns, he or she can approach the member of staff for advice and support.

Legal Requirements

This policy has been written in accordance with the School Standards and Framework Act. 1998 (SSFA). Alderman Peel's Anti Racist policy aims to safeguard and promote the welfare of children in accordance with s.175 of Education Act 2002 in line with guidance released by the DfES (DfES/0027/2004 Safeguarding Children in Education). Equally all students present in the school are given the opportunity to contribute their views through Student Council thereby fulfilling Article 12 of the United Nations Convention on the Rights of the Child 1989. The review of this policy has followed guidance from a number of bodies including the DfES advice from Bullying: Don't Suffer in Silence 2000. This policy aims to fulfil the relevant requirements of the Human Rights Act (1998).

Finally, in accordance with Race Relations (Amendment Act) 2000 and Local Authority Policy, any issue that that is deemed to be potentially involving racism, should be treated as a racist incident unless it is conclusively proved to not be the case.

Monitoring, Evaluation and Review

Alderman Peel High School aims to continually monitor the way racist incidents are dealt with. It will be considered on each occasion an incident arises. Should the Headteacher deem it necessary it will be brought to the attention of the staff and governors as a whole.

Success Criteria

All staff and students will feel safe and comfortable at Alderman Peel High School without fear of being abused in any way.

All racist incidents to be logged.

All incidents to be dealt with according to the policy

All staff, pupils and governors to be aware of the policy

Staff will be reminded of this policy at the beginning of each academic year.

The policy will be revisited by Governors, Leadership, Staff and Pupils during the first half term of each academic year. Students and Curriculum will review the policy in Autumn to coincide with Antibullying Week³

Written by N Youngman

Ratified by Leadership Team

Date 4th February 09

Ratified by Governing Body

³ Revised review date

Revised Feb 09

Footnotes

Revised Feb 09