

ST MARY'S CATHOLIC PRIMARY SCHOOL



Racist Incident Policy **July 2023**

Mission Statement

St. Mary's school community follows the teachings of Jesus Christ, working together to develop the whole child, in a spiritual, moral, academic, physical, social and emotional way, within a caring and supportive environment.

Ethos

We recognise that there is a challenge in creating an enriching environment for all those involved at every level of school life. We take our lead and inspiration from Christ with regard to the Gospel values: the belief that all human beings are uniquely created and loved by God and worthy of respect. This challenge manifests itself in the way that we treat and value:

- Our relationships with each other and the wider community;
- Our respect for one another;
- Our welcome to and interest in all those who visit our school;
- Discipline inspired by forgiveness, healing and reconciliation;
- Our school environment.

Through rising to this challenge we aim to create an awareness of a sense of belonging to and being part of the life of St Mary's.

The Aims of our School

We will endeavour to create a Catholic ethos in our school, which reflects the Gospel values, through the love, care and respect we show to each other and to all who come to our school. We will teach the beliefs, traditions and practices of the Catholic Faith.

Love, Listen and Learn

Through the prayer and worship in school we will try to be a living community of people celebrating their love for God and one another.

We believe the quality of the curriculum, with Religious Education at its core, is of prime importance and will focus on the development of the whole child. We will at all times try to make provision for children with special needs, so that all members of our school community achieve their potential.

We will help the children to develop an awareness of and respect for other religions and cultural backgrounds, as we believe this to be an essential preparation for adult life.

We believe that good communication between governors, staff, parents and children is important for the well-being of our school, and we will work in partnership with the wider community especially the home and parish in developing each child's potential.

Aims for each child at St Mary's CPS

- ◆ Whilst at St Mary's School I will learn about being a Christian, I will experience the beliefs, traditions and practices of the Catholic Faith.
- ◆ I will achieve as much as I possibly can in each area of the National Curriculum.
- ◆ I will know how to learn and enjoy learning and will view work in a positive and conscientious manner.
- ◆ I will co-operate and communicate with others effectively, independently and in a group and try to win and lose graciously.
- ◆ I will tolerate and respect the religious beliefs, views and values of others, understand the need for good behaviour and moderate my behaviour accordingly. I will respect the belongings and property of others.
- ◆ If I have a problem I know I can find someone who will discuss it with me.
- ◆ I will try to learn from mistakes and accept there is always room for improvement.

I will share a sense of responsibility for my school, parish, local community and the wider environment.

We are privileged as a primary school to be at the introduction to formal education for the children we serve:

At St. Mary's we endeavour to:

- Create the right atmosphere for children to work, grow and develop their individual potential, helping them to become competent and confident adults able to live their own lives and contribute to society.

Love, Listen and Learn

- Provide a climate where children learn to co-operate with others, care for their peers and environment and respect the fact that not everyone looks, feels or thinks in the same way.

Rationale

At St. Mary's we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of discrimination. Everyone has the right to be treated with equal dignity, respect, consideration and without prejudice and to be given equal access to all that the school offers regardless of race, colour, nationality, culture, language, religious beliefs, creed or ethnicity. If we make judgements about others they will have to do with ideas or values expressed, actions and behaviour and not about their racial origins, religion, community or culture. Each of us is equal yet different.

We celebrate, encourage and enjoy the benefits that come from the different experiences that others bring into our lives.

We are committed to working towards race equality, promoting positive approaches to difference and opposing all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group is not tolerated and will always be challenged. We value and encourage the involvement of people from our local community and recognise that British society is made up of people from many different racial, cultural, linguistic and religious backgrounds and that all pupils must be prepared to live in such a diverse society.

Aims

- To promote a positive, supportive ethos in which all pupils and staff feel that they are valued, that their needs are met and that they are able to achieve their full potential.
- To respect and value differences between people, promote good relations between different groups within the school and wider community and prepare all pupils for life in a diverse society.
- To ensure that racial equality is an integral part of planning and decision making across all areas of the school.
- To work in partnership with parents and the wider community to tackle and eliminate racial discrimination making the school a place where everyone feels safe, welcome and valued.
- To agree procedures for dealing with racist incidents and ensuring that all members of the school community are aware of them.
- To establish a monitoring procedure to record all incidents and subsequent action.
- To keep a formal record of all racist incidents and to regularly report on the nature and frequency of any racist incident to the governing body.

Roles and Responsibilities

Governors

- To ensure that the policy and its related procedures are implemented.

Love, Listen and Learn

- To ensure that the school complies with the Race Relations Act 2000 and the Equality Act 2010.

Headteacher and Senior Staff

- To implement the policy and its related procedures.
- To ensure that all staff are aware of their responsibilities.
- To take appropriate action in the case of any racial discrimination.

Staff

- To deal with racist incidents and know how to identify and challenge racial bias and stereotyping.
- To promote racial equality and good race relations and not discriminate on racial grounds.
- To keep up to date with race relations legislation.
- Know procedures for reporting.

Pupils

- To report any racist incidents (whether directed at themselves or somebody else) to a member of staff.
- To take responsibility for personal behaviour and actions and treat one another with respect and kindness.

What is a racial incident?

The community at St. Mary's adopts the definition of a racist incident as:

'any incident which is perceived to be racist by the victim or another person.'

Racism is not about intentional attitudes or behaviour. A lack of intention does not stop the impact of racism being felt by individuals or communities. It is important to recognise that racist incidents are often complex and interrelated with other events and may involve group as well as individual behaviour. In any circumstances, racial harassment is unacceptable and must be dealt with effectively and with sensitivity.

Examples of Obvious Racism

- Racist comments, name calling and jokes.
- Imitating accents.
- Racist graffiti or any written insult.
- Bringing into school any racist material or any attempt to recruit people into racist organisations.
- Threatened and/or physical assault against a person or group because of colour or ethnicity.

Examples of Less Obvious Racism

- Unacceptable stereotypical views and images.
- A school which does not acknowledge racism.

- Staff not following up on racist incidents.

Prevention

We will actively work towards the prevention of racist incidents by:

- Utilising the Single Equality Policy.
- Delivering appropriate messages through lessons, assemblies etc.
- The inclusion of racist issues and concerns in the PSHE and RE curriculum etc. as appropriate.
- Utilising circle time in classrooms.
- Keeping comprehensive records of reported incidents so that staff are able to monitor patterns of behaviour.
- Ensuring that all staff are aware of procedures for reporting in school.
- Ensuring that pupils are taught about other faiths and cultures.

Responding to Racist Incidents

All reports are taken seriously and are investigated by a member of staff. The deputy headteacher should be informed of any alleged racist incident (or if not available any member of the leadership team).

Pupils who have experienced racism will be supported by:

- Being offered the opportunity to talk about their concern.
- Being reassured that they have done the right thing to tell.
- Periodically checking informally that all is well for this pupil.
- Notifying parents / guardians.
- Working to restore self-esteem and confidence as needed.

Pupils who have been racist will be helped by:

- Discussing the incident with them.
- Exploring different perspectives.
- Establishing what constitutes hurtful behaviour and the need to change.
- Informing parents / guardians.
- Periodically checking informally that all is well for this pupil.
- Working to restore self-esteem and confidence as needed.

Recording and Reporting Racist Incidents

All incidents of alleged racism must be investigated by the teacher / member of staff and then reported to the deputy headteacher / senior leader who will assist in identifying what action is required. All incidents should be discussed with the relevant parent / carer either in person or over the phone. The incident is logged.