

Anti-Racism Policy

(Agreed at Full-Governing Council – March 2007)

1. INTRODUCTION

1.1 Truro School (including Truro Prep) will be pro-active in implementing its duties described in the *Race Amendment Act 2000*, and will seek to promote racial equality and good race relations, and to eliminate racial discrimination.

1.2 The school is committed to identifying and removing discriminatory practices and any procedures within our policies that include any form of racism or racist behaviour.

1.3 The school aims to promote in the widest sense a happy and nurturing environment in which individuals are appreciated and respected and all pupils and staff are expected to further this objective; the Race Equality policy recognises the need for explicit consideration of the racism dimension of the school's ethos.

2. DEFINITIONS

The following notes are intended to clarify the scope of this policy:

Racism: Racism can be both (a) **institutional** and (b) **personal**, overt or subtle, intentional or unintentional.

2.1 Institutional racism:

i. *The Stephen Lawrence Inquiry Report* defined this as: 'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.'

ii. When a child is subject to racist bullying or harassment, their behaviour and attainment are likely to be affected; if the behaviour is treated in isolation without taking into consideration the issues and effects of racism, this can be described as institutional racism. The racist element must be explicitly recognised and dealt with.

iii. This type of racism is also covert and indirect and therefore can be difficult to identify and address. It is often evident in the assumptions, beliefs and values that affect people's instinctive responses. It can be demonstrated subconsciously in subtle ways and Truro School recognises the need consciously to challenge such attitudes.

2.2 Personal racism: This is often direct and identifiable and can be manifested through harassment and offensive behaviour in the following ways:

2.2.1 Physical assault against a person or group due to their colour, ethnicity, geographical origin or culture

2.2.2 Derogatory name calling, insults, ridiculing and racist jokes

2.2.3 Racist graffiti

2.2.4 Provocative behaviour such as wearing racist badges or insignia

2.2.5 Verbal abuse and threats

2.2.6 Incitement of others to behave in a racist way

2.2.7 Racist comments within the context of lessons

2.2.8 Attempts to recruit students to racist organisations or groups

2.2.9 Refusal to co-operate with certain people because of their ethnic origins

2.3 Racist incident: *The McPherson Report* defined a racist incident to be ‘any incident which is perceived to be racist by the victim or any other person.’ The school believes it is therefore no longer appropriate for allegations of a racist incident to be dismissed because the incident is judged by someone as not being racially motivated

3. AIMS OF THE SCHOOL’S POLICY

- 3.1 To make sure that all students and staff are encouraged and supported to achieve their full potential
- 3.2 To provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different racial groups and different geographical regions
- 3.3 To challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional
- 3.4 To prevent direct and indirect, overt and covert discrimination on grounds of race or geographical origin
- 3.5 To assist in the identification of possible barriers to equality of opportunity for students and staff and to ensure that these barriers are addressed where possible
- 3.6 To reinforce the centrality of the Race Equality Policy to the school’s processes for policy development

4. SCOPE

Truro School aims to promote race equality and actively tackle racial discrimination within all areas of school life including:

- 4.1 School values and ethos
- 4.2 Behaviour, discipline
- 4.3 Pupil’s personal development and pastoral care
- 4.4 Progress, attainment and assessment
- 4.5 Teaching and learning
- 4.6 Admissions and attendance including transfer procedures
- 4.7 The curriculum
- 4.8 Staff recruitment and professional development
- 4.9 Partnerships with parents and communities
- 4.10 Membership of the governing body

5. MEANS

- 5.1 The racism dimension will be given explicit consideration in
 - 5.1.1 The wording of all policies, rules and documents relating to all people in the school community
 - 5.1.2 The practice of pastoral care and discipline in the school
 - 5.1.3 The content of assemblies, tutor periods, lessons, staff meetings
 - 5.1.4 Procedures for recording incidents that involve racism
- 5.2 Staff are expected always to challenge racist and geographically-biased attitudes and behaviour.
- 5.3 Where appropriate the School will be prepared to contact the police, especially if parents are involved.

6. ACCOUNTABILITY AND RESPONSIBILITY

6.1 The **Board of Governors**, with the assistance of the **Headmaster** and **senior members of staff**, is responsible for ensuring that the school meets its commitments under its Race Equality Policy; in addition they will provide any necessary help to staff to keep up to date with any changes in race relations legislation

6.2 The **Headmaster** will ensure that all staff are aware of their responsibilities and are given the support to exercise this responsibility. All racist incidents that are reported will need to be recorded onto a reporting sheet which the HM will sign. The HM is also responsible for deciding on appropriate action in cases of racial discrimination.

6.3 **All staff** are required to promote racial equality and good race relations and uphold the aims outlined in the Race Equality Policy. **Staff** are expected not to discriminate on racial grounds and are expected to attend training or to read information provided by the Headmaster about any changes to relevant legislation. Staff are also expected to be aware of the reporting forms in place within Truro School in conjunction with the Race Equality Policy.

6.4 **The appropriate managers** are expected to make **visitors** and **contractors** aware of and comply with the school's Race Equality Policy as appropriate.

7. OUTCOMES

It is important that the victim of the racist incident is made to feel happy with the outcome of any disciplinary measures taken.

It is important to remember that anyone who has been a victim of a racist incident has the legal right to report it as a crime to the police.

8. FURTHER INFORMATION

The Race Relations (Amendment) Act 2000:

www.opsi.gov.uk/ACTS/acts2000/20000034.htm