



Multicultural and Anti-Racist POLICY

Presented to	Date	Signature
Governing Body	01/04/17	(Head) L.Blackmore (Chair) P.Brown
Senior Leadership	06/02/17	(Head) L.Blackmore
Staff Team	13/02/17	(Head) L.Blackmore
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Multicultural and Anti-Racist Policy

This document is a statement of the aims, principles and procedures of multicultural and anti-racist education in Ryders Green Primary School.

In Ryders Green Primary School we adhere to section 71 of the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000. We are committed to eliminating unlawful discrimination and promoting equal opportunities and good race relations throughout all aspects of education.

Our school aims to:

- Create a happy, positive, caring and orderly atmosphere in our school and nursery environments.
- Promote co-operation, consultation and mutual respect between staff, pupils, parents and our local community.
- Provide support for children and families of our school community
- Develop in our pupils positive and responsible attitudes, towards others as well as themselves.

Responsibilities

All staff have a responsibility to report any racial incident to the Head Teacher. The Head Teacher will have responsibility for recording details of any racial incidents, and reporting them in line with the Sandwell Racial Incidents procedure. The Head Teacher will make sure that this policy will be readily available to staff, pupils, parents and visitors to the school so that all are aware of its contents and their responsibilities. All staff will be aware of what constitutes a racial incident and will promote positive behavior, equal opportunities and the celebration of diversity throughout the school.

The following definitions are used throughout this policy:

- **"A racist incident is any incident which is perceived and proven to be racist by the victim or any other person."**
- **Multicultural education** - is education for all which recognizes cultural diversity from both local and global perspectives and which permeates all areas of the curriculum.
- **Anti-racist education** - is education for all in preparation for a diverse society. The

parameters of injustice and inequality which are inherent in our society can manifest themselves as racism and racial discrimination. Anti-racist education acknowledges these aspects and seeks to actively address them.

The ethos of our school indicates that we value all members of our community. We encourage respect and consideration for others. We foster tolerance and sensitivity for the feelings and beliefs of others. This is our implicit policy.

Our school aims to be proactive and has an explicit and positive part to play with regard to multicultural and anti-racist education and this will permeate throughout the curriculum. For example:

- **Religious and Moral Education** - pupils will be taught about the religions, festivals, traditions and customs of others and through this learn to respect differences.
- **Personal and Social Education** - through discussions, assemblies and the use of resources, pupils will be encouraged to look at feelings, attitudes, values and responsibilities of all citizens.
- **Humanities** - in this context pupils will learn more about themselves and their place in the world's past, present and future.
- **Arts** - exposure to the creative traditions and celebrations of their own and other cultures will enable pupils to build up greater awareness and tolerance of similarities and differences.
- **Other Curricular Areas** - Initiatives such as School Council, the Garden group and special events such as Culture Week should also be recognised for the positive values and attitudes which they transmit to the whole school.
- **Resources** - the school will endeavor to ensure that our resources are free from stereo-typical ideas and negative views of cultural and racial differences. We will provide resources that take account of the history, traditions and values of various community groups in our society. If teaching materials or texts with negative images of culture or race are found, they should be brought to the attention of the Head Teacher.

Procedure for Logging Racial Incidents at Ryders Green Primary School

1. The incident must be reported to the Head Teacher.
2. Action will be taken within the context of the school's behaviour and anti-bullying policies.
3. The perpetrator(s) will be made aware of the effect the incident has on the victim.
4. The parents of the perpetrator(s) will be informed of the incident.
5. The Head Teacher will record the incident on an Incident Monitoring Form in accordance with procedures. A copy of this form is sent to the appropriate LA body.
6. If deemed necessary, a Multi-Agency Response may be required to provide a satisfactory outcome for all parties concerned.

7. All staff must be aware of the definition of a racist incident: **"A racist incident is any incident which is perceived and proven to be racist by the victim or any other person."**
8. Incidents with a racial dimension could include the following (in no particular order of priority):
 - Physical assault
 - Racist graffiti
 - Derogatory name calling, insults and racist jokes
 - Racially offensive comments during a discussion
 - Bringing provocative and offensive racist materials to school, such as leaflets, comics or magazines
 - Wearing provocative and offensive badges and insignia
 - Verbal abuse and threats
 - Incitement of others to behave in a racist manner
 - Theft, damage to personal property
 - Ridicule
 - Name calling
 - Taunting
 - Threats and intimidation
 - Extortion

At Ryders Green Primary School, the whole school should strive to ensure that everyone is valued as an individual regardless of race, religion, gender, disability, social class, nationality or any other real or perceived differences. Each person in school, whether pupil, staff, parent, or visitor should feel that he or she is treated with respect.