

Anti-Racism Policy

The Davenport School



Contents

1. Introduction..... 3

2. The Davenport School Aims..... 3

3. Aims of Racism Policy..... 3

4. Racial Harassment..... 4

5. Racist Bullying..... 5

6. Racist Incidents Involving Staff 5

 Violence Against Staff: 5

7. Incidents Occurring in the Local Community 5

8. Supporting Pupils through Positive Intervention 5

9. Flow Diagram..... 6

The Davenport School

Anti-Racism Policy

1. Introduction

The Davenport School will not tolerate any form of racism and is committed to the development of an anti-racist ethos. The school anti-racist policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their race, ethos, nationality, or ethnic origin.

2. The Davenport School Aims

Our aims are;

- To provide a curriculum which shows breadth, balance, continuity, progression, and integration within quality programmes of study.
- Achieve a higher level of attainment at an earlier age and continue to meet targets.
- Assess pupils progress effectively, keeping appropriate records and reporting to parents/carers and other agencies.
- Ensure learning and teaching guarantees inclusion in a motivating environment, encourage all children to be responsible and independent in their learning enabling them to be valuable citizens.
- Establish a positive ethos based on a climate of mutual respect, encouraging equality and fairness through strong partnerships, therefore creating a welcoming happy atmosphere.
- Comply with all Health & Safety regulations.
- Allocate staff, resources and materials appropriately ensuring effective learning and teaching.
- Provide annual reviews, financial support, and staff development opportunities to enable staff to meet the challenges of the future.
- Foster good relationships and teamwork through consultation, development planning and high-quality leadership.
- Attain a high level of achievement and celebrate success.

3. Aims of Racism Policy

It is the right of every child to an education that is aimed at developing the personality, talents, mental and physical abilities of the individual to their fullest potential.

The Davenport School will promote race equality, all pupils will be provided with opportunities to study their own values and those of others, appreciate diversity and develop respect for others.

- The Davenport School will support equality, justice and mutual respect.
- Good Practice.
- Senior Management and staff show a strong commitment to equality and fairness.

- Senior Management provide clear guidance and support for staff in taking forward race equality.
- The curriculum promotes access and success for all pupils and reflects ethnic, cultural, and religious diversity.
- Pupils' progress and achievements are monitored effectively, and appropriate steps are taken to ensure that all pupils fulfil their potential.
- Pupils who are bilingual, or those with English as an additional language, have their specific needs addressed.
- Staff have high expectations of pupils' achievements and pupils have high expectations of themselves and others.
- All members of the school community show commitment and contribute positively to the school's strategies for tackling racism and promoting race equality.
- Pupils have self-respect, show respect for others, and recognise and value diversity.
- Positive steps are taken to encourage and enable all Parents/Carers to participate effectively in their children's care and education.
- Parent/Carers and other positive role models from the community are encouraged to share their knowledge, skills, and expertise.

4. Racial Harassment

This can include (unless part of a study of racism within the curriculum);

- Physical Assault.
- Racist Graffiti.
- Wearing Racist Badges.
- Carrying or Distributing Racist Material (leaflets, comics or magazines).
- Verbal & Non-Verbal Abuse/Threats.
- Incitement of Others to Behave in a Racist Manner.
- Racist Comments During Discussion in Lessons. *
- Attempts to Recruit for Racial Organisations/Groups.
- Ridicule an Individual for Cultural Differences.
- Refusal to Co-Operate with Others, Due to Their Colour/Ethnicity or Language.
- Written Racial Remarks.
- Accessing Racist Material on the Internet. *

*unless part of a study of racism within curriculum.

5. Racist Bullying

All racist incidents, including those which could be deemed to be racist bullying will be recorded. Where there is evidence that several individual racist incidents have been perpetrated against the same child/young person, staff should be vigilant to the possibility that the individual could be experiencing the effect of bullying (i.e. a sense of powerlessness, isolation and distress). The steps taken to resolve alleged racist and bullying incidents are the same, i.e. reviewing the situation and providing support to, and challenging the behaviour of, those involved. Please refer to Anti-Bullying Policy.

6. Racist Incidents Involving Staff

Racist incidents can sometimes involve members of staff as perpetrators or victims, when a member of staff is implicated in a racist incident (either as a victim or perpetrator) the Teacher in Charge must seek advice from The Teacher in Charge/Designated Safeguard Lead (DSL) /Child Protection Co-Ordinator.

Violence Against Staff:

Staff who are threatened by a Parent/Carer or pupil must report the incident immediately.

7. Incidents Occurring in the Local Community

When racist incidents occur outside school and are brought to the attention of staff via a third party, the Teacher in Charge/DSL may consider discussing such situations with the Police.

8. Supporting Pupils through Positive Intervention

Pupils/Parents/Carers should understand that all allegations of racist incidents will be treated with the utmost seriousness, The Davenport School Senior Leadership Team are responsible for deciding how to respond to incidents. They should seek cognisance of;

- The age of the individuals.
- The nature of the incident.

Whether there are any behavioural needs which could affect an individual's behaviour towards others whether there have been any previous racist incidents involving those individuals what action should be taken their duty of care to all pupils involved (both victim(s) and perpetrator(s)).

9. Flow Diagram

This Flow Diagram gives a summary of the actions which education establishments must follow whenever an allegation of a racist incident is reported.

