

**RACE EQUALITY POLICY FOR RIVER VIEW PRIMARY  
SCHOOL**

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*The (Stephen Lawrence) report does not place a responsibility on someone else; it places a responsibility on each of us. We must make racial equality a reality. The vision is clear; we must create a society in which every individual, regardless of colour, creed or race, has the same opportunities and respect as his or her neighbour” (Hansard, 24 February 1999: column 393)*

*“Anti-racism is not about helping black or Asian people; it is about our future – black and white. We live in a multicultural society and we all have a choice: either we make a success of multicultural Britain or we do not. If we fail to address those issues, our children - white and black – will pay the price of that failure. That is why all of us, white and black, have a vested interest in the (Race Relations Act) Bill and in anti-racism. We must make Britain a success as a multicultural society” (Hansard, 9 March 2000: column 1281)*

River View Primary School is a school whose pupil make-up is wide and from a variety of races, countries and cultures. It is crucial that our pupils are prepared for life in a multicultural society to ensure they can effectively contribute to the prevention of racism in society.

The aim of the anti-racism policy is to ensure that pupils learn and staff work in a supportive, caring and safe environment without fear of racism. Racism is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only in an environment where issues of racism are addressed will pupils be able to fully benefit from the opportunities available at schools.

Pupils who are victims of racism may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report racism in schools.

#### DEFINITION

Racism is defined as conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form.

Racial harassment is verbal or physical attacks including name calling, suffered by individuals because of their colour, race, nationality and ethnic or national origins.

## AIMS OF THIS POLICY

1. Raise awareness, tolerance and understanding of others' beliefs and cultures through the curriculum
2. To ensure all members of school community feel secure in the knowledge that racism will not be tolerated
3. To maintain a climate in school where pupils feel confident that they can confide in a member of staff and that the allegations will be taken seriously and fully investigated
4. To have agreed procedures for all staff for the investigation and recording of suspected incidents of racism which are consistent throughout the school
5. To have strategies to help and support both the victim and the perpetrator

## PREVENTATIVE ACTION

Within the curriculum the school will raise the awareness of the variety of races and cultures in our immediate surroundings, in our country and in our world. Through the curriculum and assemblies we intend to educate our children about the beliefs and values of others. We encourage a mutual respect for others. In PSHE we teach our children to recognise how hurtful it can be to be excluded from a group situation and to realise the nature and consequences of racism and how to respond to it.

Staff are approachable. At River View we encourage children to share private time when they are concerned about something. This may be at a break time or lunch time. We aim to convey the message that we will listen and help them where we can. Staff are vigilant, particularly at break times. All staff are involved in the implementation of action against racism

## DEALING WITH INCIDENTS OF RACISM

The following steps are taken by the school when dealing with incidents:

- any incident/allegation will be dealt with immediately by the member of staff who has been approached, using the consequences set out in the behaviour policy
- if **racism** is suspected or reported, a clear account of the details will be recorded by that member of staff and given to the head teacher or deputy head teacher

- a meeting will take place between the class teacher and the head teacher or deputy head teacher and a plan of action will be agreed and appropriate records are kept
- measures will be used as appropriate and in consultation with all parties concerned, in line with the school behaviour policy

Pupils who have been victims of racism will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have been racist will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

Staff

Staff who have been victims of racism will be supported by:

- offering an immediate opportunity to discuss the experience with the head teacher or deputy head teacher
- offering continuous support

## **ROLE OF STAFF**

Schools' teaching and ancillary staff must be alert to signs of racism, and should be seen to act promptly and firmly against it in accordance with this policy.

Staff must aim to create an environment in which they are approachable to their children.

Any incidents of Racism will be reported to the Local Authority using the appropriate pro-forma on a monthly basis, recording nil if there is a nil return. How the incident is reported and what information should be recorded, will at all times remain at the Head Teacher's discretion. In most cases it will not be necessary to provide the pupils personal details.

## **MONITORING, EVALUATION AND REVIEW**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

The plan is also available by e-mail, or in an enlarged print version, on request to the head teacher.

The Governors will review this policy every three years.

Date July 2021

Signed

Head Teacher



Chair

