

Furze Platt Senior School



Anti-Racism Policy

This policy operates in support of the school's broader Equalities Policy and follows the prescribed principles and philosophy of that policy.

Racism can be defined as:- *Conduct or words or practices which disadvantage or advantage people because of their colour, culture or ethnic origin.*

- (Taken from the Stephen Lawrence Enquiry, 1999)

Historically, the term *racism* has been used principally in situations where colour and physical appearance are considered to be significant markers of difference. There has virtually always, however, been a cultural element as well — 'the other' has been recognised not only by their physical appearance but also in relation to their culture, language and religion. This crucial point was reflected in the Stephen Lawrence Inquiry definition quoted above and is reflected also in race relations legislation, since case law has established that Sikhs, Jews and Travellers of Irish heritage are for legal purposes to be treated as distinct racial groups. Other forms of racism where differences of culture and religion are at least as significant as differences in physical appearance include Islamophobia and hostility to refugees and people seeking asylum.

At Furze Platt Senior School, we will:-

1) Acknowledge that racism exists in wider society, and that it can lead to racist bullying in schools

- We take the results of research and what students tell us very seriously.
- We make sure that the school records, reports and takes action on racist incidents. We will include bullying in school self-evaluation, audits, monitoring and student and parent surveys, and analyse trends and use the information to inform planning.
- We will bear in mind that some students have the constant experience of racism and bullying outside school, and that they may be affected daily by racist graffiti, name calling or intimidation on their journeys to and from school.

2) Let the students know where we stand

- Students know we will not tolerate racism or bullying and that we will always deal with it.
- We will be approachable and available.
- Reinforce this principle through displays, newsletters, noticeboards and published information to parents and students.

3) Listen to children and young people

- We will never dismiss their experiences of bullying and racism, or put them down as unimportant. We will acknowledge their feelings.
- Give them enough time to tell us everything they need to. It is often difficult for a hurt person to talk about what has happened to them. If a witness or a participant in the bullying is willing to talk to, that child will also need enough time to explain and to be heard.
- We aim to cultivate the environment of 'the listening school'.
- Ensure the school community — staff, students, parents, governors, — have a shared clarity of understanding about the nature of racist bullying and where the school stands on the issue.
- Provide training and professional development through courses, meetings, policies and classroom activities.
- Establish shared responsibility and strong leadership. Countering racist bullying is the responsibility of the whole school community and everybody must know what their role is.
- Involve and empower parents.

4) Involve children and young people in solutions

- Children and young people have substantial insight into their experiences and those of their peers. They also have a sense of what works. We will profit from and use their expertise.
- Involve and empower children and young people, through individual and group activities and through structures such as school councils.

5) Implement strategies for both prevention and intervention

- We will ensure that the school ethos is inclusive, and that the school community feels safe, valued and respected.
- We will ensure that the school curriculum is inclusive, and that the PSHE and Citizenship curricula address issues of racism and bullying.
- We will ensure that the school's policies for bullying and discipline cover the procedures for addressing racism and bullying.
- We never turn a blind eye to an incident, or consider it too insignificant to follow up. Always take action when an incident occurs, using the most appropriate of a range of strategies.