

This policy describes the school's expectations regarding the treatment of all adults and children regardless of race, gender, disability, age or background. It was first published in 2004 and is reviewed annually.

Rationale

We aim to promote equality of opportunity for all children and members of staff, irrespective of race, gender, disability, age or background. The aim of this policy is to document how we intend to promote good relations between children and adults of differing racial groups, with the aim of eliminating racial discrimination.

Bristol City Council Policy Statement on Racial Harassment

Within Bristol City Council, racial harassment is defined as any form of behaviour which has the effect of intimidating, humiliating, ridiculing and / or undermining the confidence of a person / group of people due to their colour, nationality, or ethnic group. Such behaviour may include:-

- unwelcome comments or gestures;
- physical abuse;
- verbal abuse;
- derogatory comments / jokes;
- written abuse, including graffiti and the display of offensive material;
- shunning of particular employees / pupils;
- differential treatment;
- bullying.

Purposes

1. To promote justice, equality of opportunity and fair treatment for all, and thereby allow pupils and staff, irrespective of their ethnic origin, to achieve the level of success and self respect which they deserve, whilst retaining their cultural identity.
2. To foster an understanding of a variety of cultures in order to prepare children for living in a complex multicultural society.
3. To provide an environment where racist assumptions, attitudes and behaviour, are continually challenged.
4. To support the Local Education Authority in its multicultural and anti-racist policies, and to take appropriate action to deal with any form of racism within the school.
5. To contribute towards imparting a sense of citizenship in the children.



6. To provide a curriculum which emphasises the positive aspects of all cultures and to give children the confidence that racism can and must be eradicated.

Guidelines

1. Staff should choose and use resources which portray a world view as seen from different cultural perspectives, and thereby communicate how it feels to be of another ethnic or cultural group.
2. Up to date resources should be used which are accurate and do not stereotype individuals or groups, or use paternalistic approaches to other people or cultures.
3. Materials, which positively and realistically portray children from a variety of groups, should be used.
4. Children, whose mother tongue is not English, should have access to curriculum support, where necessary.
5. All monitoring, reviewing and evaluation systems, should carefully consider whether attainment and learning is consistently high across all groups of children.
6. Collective worship and Religious Education should promote understanding and tolerance, and provide children with a knowledge of the traditions of different cultures.
7. Consideration must be given to achieving effective communication with parents from different groups.
8. The L.E.A. will be notified of racial incidents.
9. All recruitment of staff and admission of pupils will receive careful attention to ensure that there is no discrimination.

Action to be taken when racist behaviour is suspected

- the offering of an immediate opportunity for the victims to talk about their experience with their class teacher (or another teacher, if they choose);
- by continuing to offer support to the victim when they feel that they require it;
- by talking to the miscreants and discovering the motive for their racist behaviour, and why they became involved;
- by continuing to work with the offenders to try to eradicate prejudiced attitudes as far as possible;
- to follow the disciplinary steps for the offenders as laid out in the School's Behaviour Policy Code and to inform parents at the relevant stage.