



Date approved by Trustees: 8/5/19

Date of review:2020

Signed: 

## **ANTI RACISM POLICY**

### What is Racism?

Broadly, 'racism' relates to discriminatory attitudes, beliefs, behaviour, distinctions, exclusions, restrictions or preferences that are based on presumptions about a person's colour, descent, accent, national or ethnic origin, migrant status and religion.

Corvus Education Trust provides an education and working environment in which all participants are equally valued and fairly treated.

To this end we:

- promote and enhance awareness, understanding and acceptance between cultural groups and
- acknowledge and celebrate the breadth of experience and intellectual resources that people from diverse backgrounds bring to the life of the school

At this school we foster a climate of respect for cultural diversity and of flexibility and acceptance with regard to cultural difference. Creating an environment free from discrimination on the basis of perceptions about race.

In order to maintain this culturally inclusive environment we

- provide an environment and culture that is inclusive to all
- raise awareness of all members of the school community to the values of cultural diversity
- ensure that the school remains culturally inclusive and free from race discrimination and harassment.



This policy applies to the whole school and consequently any activity related to school life.

We have taken steps to ensure that no materials including reading materials, music scripts, worksheets etc. that promote racism are kept in school.

In the event that racist discrimination or harassment occurs the school will investigate and take such precautions as are possible to prevent further incidents from happening.

The principles on which this policy is based relate directly to the Norfolk Curriculum Policy Statement, the Norfolk Learning Statement, Race Relations Act and the McPherson Report. The standards adopted by Corvus Education Trust are in line with the document produced by the Commission for Racial Equality, "Learning For All."

Mrs. Lightbown the Executive Head teacher is responsible for ensuring that the policy is put into practice and together with members of the senior management team and our Trustees, will monitor its implementation and review its effectiveness.

Visitors and other adults working in the school are requested to respect the school's anti-racist policy that is available for them to read in the information folder in the staff room.

The school will not tolerate racist name-calling, racist bullying, graffiti, slogans etc.

We are required to record all racist incidents and to report them to parents, governors and the LEA. Any incidents will be recorded and the records will be kept in the office. Only the Executive Headteacher, members of the Senior Management Team and nominated member of the Trustees have access to these records. Should it be deemed necessary the appropriate class teacher may also be informed.

We are committed to provide training for staff and governors to deal effectively with incidents of racism, racial harassment, prejudice and stereotyping and to provide support to victim. We will ensure that we provide sufficient opportunity for pupils to learn about cultural diversity and to directly challenge racist attitudes and behaviour.



Curriculum plans are monitored by the Executive Head teacher and our policy is included in the Schools' Improvement and Development plan, for regular review. Staff and governors play a part in that review.

Through our teaching of PSHE (Personal, Social and Health Education) we hope to educate, repair any damage and build toward a better understanding and more caring atmosphere. If an incident involves pupils in the school the incident will be recorded and the perpetrators will be subjected to the schools disciplinary procedures. If the incident involves adults on the school premises, they will be reminded immediately of our school policy and asked to discuss the incident with the members of staff responsible. The incident will be recorded and a need to involve other outside agencies may be considered.

Victims will be shown understanding and given reassurance. Consideration needs to be given to whether or not counselling or other support is required.

Suggested proformas with guidelines for recording incidents are attached to this document. One to be retained in school and one to be submitted to the LA.

It is important that we are ready to deal with racist incidents even if they seem unlikely to occur.