



Anti-Racism Policy

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships.

Rationale

Ysgol Gymraeg Pontybrenin will not tolerate any form of racism and is committed to the development of an anti-racist ethos. The school's 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, ethnicity or religion.

Aims

- 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
- Ysgol Gymraeg Pontybrenin will promote race equality and all pupils will be provided with opportunities to study their own values and those of others, appreciate diversity and develop respect for others
- Ysgol Gymraeg Pontybrenin 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.
- 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 racial equality.
- Pupils have self-respect, show respect for others and recognise and value diversity.

Racial Harassment

This can include:

- 1 Physical assault
- 2 Derogatory name-calling, insults and racist jokes
- 3 Racist graffiti
- 4 Wearing racist badges
- 5 Carrying or distributing racist material such as leaflet or magazines
- 6 Verbal and non-verbal abuse and threats
- 7 Incitement of others to behave in a racist manner
- 8 Racist comments in the course of discussion in lessons*
- 9 Attempts to recruit for racial organisations or groups
- 10 Ridicule of an individual for cultural differences
- 11 Refusal to co-operate with others because of their colour, ethnicity or language
- 12 Written derogatory remarks
- 13 Accessing racist material on the Internet *unless part of a study of racism within curriculum

Action to take

- All incidents of racism should be reported (using Appendix 1) to the Headteacher or Deputy Headteacher.
- Pupils and parents should understand that all allegations of racist incidents will be treated with the utmost seriousness. Senior Management are responsible for deciding how to respond to particular incidents and 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))
- We will record, investigate and act upon such incidents and parents will be contacted
- It will always be made clear to offending pupils that such behaviour is unacceptable and to talk to them about why they have behaved that way.
- Victims of racial abuse should be assured that the incident will be taken seriously and supported following the event. If the incident is part of on-going abuse, staff should be aware that the child may be feeling the effects of bullying.
- Racist incidents in school are reported to the LEA immediately after the incident (via e-mailing of Appendix 1).
- Should any member of staff be aware of a racist incident out of school, perhaps involving parents or carers, this should also be referred to the Headteacher who may record and report any such incidents to an appropriate agency (e.g. police)

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 Headteacher or deputy head will seek advice from Human Resources and the School & Governor Unit within the Local Authority.

Involving Parents of Alleged Victims or Perpetrators

Parents of alleged victims and perpetrators will be informed of allegation by telephone or in person. Parents will be given regular progress reports when an alleged incident is being reviewed and will be informed of the outcomes. Concerns from parents will be responded to in an appropriate manner.

Violence against Staff

Staff who are threatened by a parent or pupil must report the incident to the headteacher or deputy head immediately.

Policy Adoption

Date of Review by Governors: 15/3/22

Date Endorsed and ratified by Full Governing Body: 15/3/22

Chair of Governors Signature: