

Gulf English School

Anti-Racism Policy

January 2017

Reviewed January 2018

Rationale

- The primary objectives of Gulf English School are to educate, develop and prepare all our pupils, whatever their colour, culture, origin or gender to lead positive lives.
- Pupils, teachers and all other staff working in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for each other's racial and cultural backgrounds and treating each other with dignity.
- Discrimination on the basis of colour, culture, religion or origin is not tolerated in this school.
- The school acknowledges the complexity of Middle Eastern society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
- The school is committed to emphasising the common elements and values of our multiple cultures whilst appreciating the differences.
- A racist incident is one perceived to be racist by the victim or any other person.

Purposes for pupils

- Pupils will be encouraged to enjoy the multi culturally diverse nature of our school and have opportunities to celebrate the world as it is and as we would like it to be.
- Our pupils will know and understand, from an early age, what constitutes a racist remark or action and why it is offensive
- To learn not to use their own language to deliberately exclude other pupils.
- To accept and respect names from other cultures

Guidelines for staff

- Pupils' names will be accurately recorded and correctly pronounced
- Staff should be aware of the language or dialect spoken by pupils and their families.
- All people must feel that their language or dialect is valued
- All people must be aware of the use of racist connotations in the language they themselves use.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- The help of parents in school will be welcome irrespective of their racial or cultural backgrounds.
- Parents, staff and pupils will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays.
- The variety of cultural groups will be evident in the morals, stories and information offered to children and will be obvious in displays around the school
- Racist symbols, badges or insignia on clothing or bags are forbidden in school
- Graffiti to be immediately reported so that it can be removed

- Staff and pupils will have access to accurate information about the similarities and differences of cultural groups.

- ALL new staff will be given a copy of this policy. Examples of racism include:
 - Unacceptable racist acts
 - Direct physical assault or threat of it
 - Racist name-calling or racist joke-making
 - Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
 - Distributing racist literature
 - Writing or expressing provocative slogans or catch phrases

Action

- All forms of racial abuse by any person within the school are treated seriously.
- We will record, investigate and act upon such incidents and parents will be contacted
- All incidents of racism should be reported to the Headteacher or in his/her absence another senior member of staff.
- All racist incidents will be investigated by the Headteacher or other senior staff member
- Copies of reports and investigations are kept in the School Office.
- It will always be made clear to offending pupils that such behaviour is unacceptable.
- By encouraging pupils to work collaboratively within an integrated group we will discourage such abuse
- Anti-bullying guidelines and procedures are the first policy to be followed in the event of racism taking place.
- If the offence is of a very serious nature, then the school's code of discipline is enacted immediately.
- If the offence is seen as irregular in nature, offending pupils are firstly referred to the class teacher / Head of Year.
- If the offence is persistent, then the offending pupil is referred to the school counsellor with the written support of the parents under the Anti-Bullying procedures and policy
- Should little progress be deemed to be made, the offending pupil will be referred to the school Head Teacher who will follow the school's Code of Discipline.