

Biddenham International School & Sport College

DEALING WITH RACIST ISSUES

Rationale

A key aim at Biddenham International School is to prepare our students to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance, respect and cooperation. We want every child to reach their full potential in a happy and safe environment. This process applies to all forms of discrimination on the basis of a person's colour, origin or culture. A whole school anti-racist approach will be fully effective if every teaching and non-teaching member of staff understands and is committed to implementing it.

Legal Context

The Equality Act 2010 requires Local Authorities to ensure that the provision of education is carried out with "due regard to the need" to eliminate unlawful discrimination to advance equality of opportunity and foster good relations between persons of different racial groups. Intentional harassment is an offence under The Criminal Justice and Public Order Act 1994. A person is guilty of an offence if, with intent they: use threatening, abusive or insulting words or behaviour, or display any writing, sign or other visible representation that is threatening, abusive or insulting, thereby causing that, or another person, harassment, alarm or distress. Biddenham is committed to equal opportunities for all and is opposed to all forms of racist prejudice and unfair discrimination.

Aims

Biddenham International School aims to provide a secure and welcoming place for all children and young people in which each person is valued with high self-esteem. We aim to encourage the development of the whole child providing equal opportunities for all. This is our policy for dealing with all forms of racist behaviour; where racist language, attitudes and behaviour are positively challenged.

Biddenham School will draw the attention of all staff to issues of racism by:

- Putting the issue of racial harassment on the training agenda for discussion if there has been a highlighted concern.
- Examining school practices and procedures to tackle racism.
- Drawing upon the advice and experience of others, including other schools and those with specialist knowledge and experience.
- Agreeing to common strategies to improve our learning environment.

This should lead to staff and children feeling confident and able to question the use of stereotypes and prejudices. Racism in any form will not be tolerated and we promote the right to be treated fairly and the right to feel safe.

Racial harassment is any hostile or offensive action against an individual or group because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse. This includes the following and may not be limited to:

- Verbal derogatory name calling
- Insults and racist comments
- Ridicule of an individual for cultural differences e.g. food, music, dress etc.
- Threats of violence indirect
- Exclusion from activities and refusal to cooperate

- Humiliation
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia
- Incitement of others to behave in a racist way

The above list are examples of behaviours and it is not exhaustive. Such behaviours can severely affect a child's ability to learn effectively and the effect of harassment can remain with a person throughout their life.

Curriculum

The curriculum is a strong means of addressing racism and promoting equality of opportunity for all children. Within every school experience, racist attitudes, misconceptions and stereotypes are discussed, challenged and addressed. At Biddenham we work closely with the PSHE curriculum, ensuring the 'British Values' are reflected in all we do and are reflective of the fact that British society is one that is both multi-ethnic and culturally diverse. As a school we will select texts and materials that take into account appropriateness in today's multicultural society and regularly review. Materials in school will be examined for racial bias and either withdrawn from use or used as a resource to promote discussion on racism and racist content.

Students

Supporting the victim of abuse

- Give immediate reassurance and support.
- The Schools stance on zero tolerance on racism will be made clear.
- Give opportunities for the child to express their own concerns and feelings.
- Support for students and families involved in such incidents could be sought from external agencies in cases of repeated racist incidents.
- Parents/carers of children involved in racial incidents will be notified promptly.
- All staff will be trained in dealing with incidents including parent meetings.
- We will follow the school's behaviour policy, child on child policy and refer to the anti-bullying policy as necessary.

Dealing with the alleged concern or incident

Any form of racial harassment will result in the following:

- Report to the Senior Leadership team, Racial Diversity Lead and Heads of Year where they will explain the reasons behind the school's policy for zero tolerance towards racism.
- All incidents or concerns will be logged and followed up.
- An appropriate member of staff will investigate the incident and will record and monitor conversations, supported by Racial Diversity Lead.
- Acknowledgement of SEND/EAL and additional needs including the age of the child should be considered in all cases.
- School processes regarding the concern or incident will be followed in line with the behaviour policy.

Staff

Staff must lead by example and behave in a professional manner at all times, in line with the [Nolan principles](#) of Public Life, the teaching standards and the staff code of conduct.

Where someone is racially abused by a staff member, the following procedure will be followed:

- Known incidents reported to the Principal and Head of School. They will then seek to resolve the issue.
- In a case where a member of staff is racially abused by any child, parent or other member of staff, the complaint should be dealt with using the disciplinary procedure.
- In cases where there is no resolution individuals have the right to make a formal complaint. The Chair of Governors will investigate the case following the schools complaints process. This can be found on the [website](#).

Date of Next Review: September 2027