



## Exmoor Link Federation

East Anstey and Bishops Nympton Primary Schools

# Racial Equality and Anti-Racism Policy

Racism includes what is commonly called 'prejudice'. In the context of race, it includes holding stereotyped notions about the qualities and abilities of different racial groups, and allowing these notions to influence your attitude and/or behaviour towards individuals.

Who can be a victim of Racial Discrimination or harassment?

Everybody.

What does 'Racism' mean?

Racism includes what is commonly called 'prejudice'. In the context of race it includes holding stereotyped notions about the qualities and abilities of different racial groups, and allowing these notions to influence your attitude and/or behaviour towards individuals.

Racist attitudes and behaviour can occur within any group. It is important to be vigilant in school and to counter any forms of racism.

Racist behaviour in schools include:

- i) Racist name calling.
- ii) Hostile, insulting or contemptuous reference to:
  - a) A child's clothing or dietary requirements which are prescribed by his/her religion;
  - b) A child's religious or social practices where these are part of the child's inherited culture.
  - c) A child's name.
- iii) Bullying (including physical abuse and threat of physical abuse or other intimidation) based on racism.

Racist attitudes and prejudices can find their way into school from outside. These attitudes affect all of the children and can undermine our efforts to educate the children for life in a multi-cultural society.

In our School we firmly believe that:

1. We all aim to lead by example and should never express racist views either through remarks or conduct.

2. We should challenge instances of racist attitudes and behaviour whenever and wherever they may occur.
3. Individual teachers should feel confident about eliminating this kind of behaviour as they will receive full support from peer group colleagues and senior management.

#### Dealing with Racist Behaviour:-

The best way to resolve conflict is through discussion and raising awareness. Consideration of others feelings should be at the forefront of our work in this area.

At school we all endeavour to:

1. Be clear in our understanding that racial harassment is totally unacceptable in all forms at all levels.
2. Recognise that racial harassment, although unacceptable, remains a part of life for many pupils and their families.
3. Deal swiftly and sensibly with all incidents of such harassment in accordance with the school's behaviour policy.

Information concerning incidents should be available to parents, who will hopefully support the work and ethos we are trying to develop within the class and the school.

Any incident which is perceived to be racist by the victim or any other person is deemed to be a racist incident and must be reported to the LEA using form R110.