



## NOTRE DAME HIGH SCHOOL

### ANTI-RACISM POLICY

This policy needs to be read and reviewed in conjunction with the Reasonable Adjustment Policy and Equality Duty.

**The school opposes racism and discrimination and works to combat such attitudes. We believe that all students are unique and of equal value regardless of colour, culture, ethnic origin or any other difference.**

- 1. The governing body, sub committees and interviewing panels should, wherever possible, reflect racial diversity.**

The governing body will, whenever possible, seek to recruit governors of minority ethnic backgrounds. These should be encouraged to play a key role in policy making and personnel appointment.

- 2. Procedures for staff appointments should not disadvantage any staff on the grounds of their colour, culture or ethnic background.**

Equal opportunities must ensure that person specifications, interview questions and criteria do not disadvantage any staff on the grounds of their colour, culture or ethnic background.

- 3. Performance management and all aspects of training should encourage the professional development of staff from all ethnic groups.**

- 4. Staff should be provided with training to raise awareness of racist issues.**

It is easy for staff subconsciously to stereotype students of particular ethnic groups in expectations of academic achievements and/or of behaviour patterns. Stereotyping can be addressed by training staff to deal with their own feelings about race.

- 5. There will be a clear and effective pattern of response to racist incidents and of pastoral care for those involved.**

Racist incidents can arise from abusive behaviour by students, by staff, or by parents or others in school. Students can be involved in the establishment of codes of conduct, to determine what is acceptable behaviour in the school community. Governors must then ensure that clear, effective and openly just procedures of enquiry and sanction are in place to deal with breaches of the codes.

Support will be provided for any person reporting racial discrimination. Disciplinary action undertaken will be in accordance with the Notre Dame High School Behaviour Policy.

Sensitivity training for those displaying racially inappropriate attitudes will be implemented.

6. **Any information gained from the monitoring of progress/behaviour/attendance of any students should be utilised to ensure that all students are fulfilling their potential.**
7. **The curriculum will help prepare students for a multi-cultural, multi-ethnic and multi-faith society.**

All subject departments will help students to celebrate diversity within the school and more widely. Religious Education will play a role through engagement with members of other faiths.

8. **The school will celebrate all aspects of cultural diversity within our community and promote self-esteem and positive self-image.**

Respect and support for students from a range of backgrounds is central to our mission. Use of several languages should be positively encouraged eg bilingualism is an asset and respect for students' languages and dialects increases their self-esteem and educational achievement.

We will aim to support those families who may be experiencing social isolation.

9. **Staff and students will be helped to develop a positive attitude towards people of ethnic groups within the school and those not represented in our community.**

Students can be educationally impoverished through lack of contact with people from a variety of ethnic and cultural backgrounds. Governors and teachers will actively consider ways of countering this.

10. **Assessment of student progress must be fair and valid for all students and**

**This information will be accessible to parents through the website**

11. **The image of the school is inclusive and welcoming to all, through the promotion of students' work and other resources.**

Use of students' work in public places gives them confidence and sends a clear message about the school's ethos.

## **PROCEDURES FOLLOWING A RACIST INCIDENT**

### **1. RACIST INCIDENT LOG**

Incidents will be recorded in the Racist Incident Log. This will enable the School to both keep an accurate record and provide the appropriate data as required.

### **2. Students involved in any reported incident will be interviewed and appropriate further action taken (see below).**

THE FOLLOWING SANCTIONS/COURSES OF ACTION ARE AVAILABLE IN ACCORDANCE WITH OUR BEHAVIOUR POLICY:

- 2.1 Verbal reprimand.
- 2.2 Service to the school community/withdrawal of privileges.
- 2.3 Letter to parents.
- 2.4 Isolation from class.
- 2.5 Parents to be asked to come into school for a meeting with a member of the SMT/Pastoral Team.
- 2.6 Detention, either at lunch time or after school..
- 2.7 Exclusion, which may be permanent for serious or repeated instances.
- 2.8 Involvement of our Community Police Constable.
- 2.9 An apology will take place after the student has been counselled about both the nature of what they have done and the schools commitment to challenging racist behaviour.
- 2.10 Reconciliation is recommended, but only when and if the person who has been subjected to the racist incident deems it appropriate.

**Review Date:** May 2018

**Next review:** May 2021

**Review Mechanism:** Governors Curriculum and Welfare Committee