



## *Arun Court School: Policy Number 6B*

### **Arun Court School – Anti - Racism and principles for the promotion of racial identity – last updated January 2021**

**Ratified by main EMAT meeting: .....**

**Signature (+ date) Chair of EMAT: ..... Mr Paul Phillips**

**Signature (+ date) Proprietor: .....Mrs Beverley-Sarah White**

**Signature (+ date) Principal of School .....Vicki Williams**

**Date of next review: August /September 2021 (Reviewed Annually) This policy is part of a suite of anti-discrimination polies that should be read in unison**



### **Context & Curriculum**

Arun Court will always actively promote equality and tackle discrimination. We work with a great variety of young people and this currently includes or has included in the past, those from different ethnic backgrounds, however due to the small nature of the school we are not particularly ethnically diverse. The area of Surrey in which the school is based is also not ethnically diverse and this presents its own issues in terms of community cohesion. Further afield however we are able to benefit from more culturally diverse communities in Guildford, Aldershot and Kingston.

Within our curriculum we include lots of opportunities for students to grow in confidence and to speak out about concerns or issues within solution-focussed coaching. We focus heavily on valuing everyone and promoting the individual for the benefit of the group. Our school has no uniform and allows young people to express and celebrate their individuality and cultural heritage through dress, hair colour and presentation provided outfits are safe. Through topics such as history we explore notions of discrimination including an annual study – for every child - linked to the rise of Nazi ideals and the suffering this caused to different religions, races and sexual orientation groups. We ensure that we reference a variety of cultures within the curriculum as a whole an in particular within R.E, geography and history. We regularly discuss news items with students and ensure that newspapers and media articles are used within class time and group reading. We ensure the library has a rich and culturally diverse range of novels and short stories.

## ANTI-RACISM

Arun Court School rejects all forms of racism as destructive to the vision, values, and goals. The school is committed to the following principles:

1. Establishing and sustaining a school community that shares the collective responsibility to address, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism.
2. Eliminating inequitable practices and cultivating the unique gifts, talents, and interests of every child to end the predictive value of social or cultural factors, such as race, class, gender or on student success.
3. Respecting and championing the diversity and life experiences of all community members to support the schools vision, values, goals, and objectives.
4. Acknowledging that racism is often compounded by other forms of discrimination.

## Purpose

Personal and institutional racism have historically existed and continues to exist in weather on social media or other internet platforms. Combating racism in our school is a legal and moral imperative.

These equity gaps exist because of inequitable access to opportunities that have significant intergenerational effects and perpetuate economic, social, and educational inequity. However, racial inequities were created over time and can be eliminated. Similarly, personal prejudice is learned and can be unlearned. Educators play a vital role in reducing racism and inequity by recognizing the manifestations of racism, creating culturally inclusive learning and working environments, and dismantling educational systems that directly or indirectly perpetuate racism and privilege through teaching, policy, and practice.

The purpose of this policy is to eliminate any form of racism from Arun Court before it becomes a problem. **Definitions** adapted from the Government Alliance on Race and Equity at [www.racialequityalliance.org](http://www.racialequityalliance.org)



### What happens if someone engages in discriminatory behaviour?

The incident is written up as a serious incident within the incidents folder. It is reported to the authorities (police) if it meets the threshold. If staff are unsure whether it meets a threshold, they should contact the Surrey LADO for advice.

Parents of both the perpetrator and the victim are informed.

The victim will receive support such as counselling, confidence boosting sessions and a holistic space in which to relate and explore their feelings. If they wish to discuss their feelings with the perpetrator, and the school feels this would be beneficial, they may be able to do so in a safe and facilitated meeting.

The perpetrator will be asked to carry out a series of lessons around changing the root causes of their behaviour and may also be placed on a behaviour plan. Repeated actions may lead to us feeling we can't meet need and the student carrying out only online learning whilst a suitable alternative provision is found. The needs of the victim must be given priority.

All incidents of this nature are reported annually to the DFE / LEA

Cases are always discussed with the Designated Safeguarding Leaders as behaviours of this nature can be an indicator of difficulties at home and other concerns

### What happens if a staff member or EMAT member engages in discriminatory behaviour?

They would be dealt with under the staff grievance and disciplinary policy. Where a criminal action is believed to have taken place they will be reported to the police. They risk dismissal and being reported as unfit to work with young people to the relevant authorities.

### **What forms of Racism are there?**

**Anti-racism:** the practice of identifying, challenging, and changing the values, structures, and behaviours that perpetuate systemic racism.

**Individual racism:** pre-judgment, bias, or discrimination by an individual based on race. Individual racism includes both privately held beliefs, conscious and unconscious, and external behaviours and actions towards others.

**Institutional racism:** Occurs within institutions and organizations, such as schools, that adopt and maintain policies, practices, and procedures that often unintentionally produce inequitable outcomes for students of colour and advantages for white people.

**Structural (or systemic) racism:** Encompasses the history and current reality of institutional racism across all institutions and society. It refers to the history, culture, ideology, and interactions of institutions and policies that perpetuate a system of inequity that is detrimental to communities of colour.

## **Policy Communication**

1. Arun Court shall post a public statement against racism in a location visible to students, staff, and visitors entering the school. The school will also have this documentation online on the school website and available by hard copy for parents that may require it.
2. The SLT shall establish an organization or committee of students in the school to promote equity and diversity and to serve as leaders and spokespersons within the school.
3. This policy shall be online and available on the website.

## **Curriculum and Instruction**

1. Curriculum and instructional materials for all grades shall reflect cultural and racial diversity and include a range of perspectives and experiences, particularly those of historically underrepresented groups of colour.
2. All curriculum materials shall be examined for racial bias by the school. Where materials reflect racial bias, teachers utilizing the materials will acknowledge the bias and communicate it to students and parents.
3. The school shall implement an anti-racist curriculum and provide educational resources for students at every grade level.
4. Student in-class and extra-curricular programs and activities shall be designed to provide opportunities for cross-cultural and cross-racial interactions to foster respect for cultural and racial diversity. EMAT (Pupils, families and Communities Committee) shall support interschool activities that will allow students to experience the diversity within Arun Court.

## **Training**

1. All school staff shall be trained in this anti-racism policy, and at least one staff member shall undertake specialist safeguarding training within this area.
2. All teachers and administrators shall be trained in cultural awareness and/or culturally responsive teaching practices. Culturally responsive teaching practices shall be incorporated into EMAT approved appraisal systems, including the teacher appraisal system and the administrator performance appraisal.
3. All staff shall be trained about racism and about how racism produces inequitable practices and outcomes.

## Policy Enforcement

Staff shall collect, review, and provide an annual report to the SLT regarding racial disparities in areas including, but not limited to, student achievement, enrolment, and gifted identification. The report shall also include evidence of growth in each area outlined by the anti-racism policy. The written reports shall also be made available to the public and to school equity teams.

## MONITORING OF THIS POLICY

**This policy is ratified by full EMAT meeting and is reviewed Annually.**

**This policy is constantly monitored on the ground by the DSL Team, Well-being Team and the SLT. Discrimination is a safeguarding issue first and foremost, the Chair of EMAT and all safeguarding EMAT members should monitor this aspect to a high degree on their visits. The Proprietor / Executive Head also monitors the use of this policy.**

**All staff have a responsibility to monitor their own practice and ensure they are following polices. They risk disciplinary action if policy is not followed. They risk criminal prosecution if their actions, as a result of not following policy, endangers the welfare of a child.**

## Safeguarding Note

It is important that in light of recent serious case reviews the school's desire to promote cultural diversity does not create an atmosphere of fear within staff to prevent issues which may have a link to specific cultural or ethnic groups. Staff should always report concerns regarding force marriage, FGM, Breast Ironing and grooming regardless of the ethnic diversity of the families suspected to be involved. The school must promote equality in all matters, including safeguarding, and have the safety of the child at the heart of all decision making.