



# Furzeham Primary School Anti-racism Policy

Date of review: Spring 2019	Date of review: Spring 2022
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## Reason for this policy

Racism within schools can undermine children's confidence and hinder their learning

Our school aims state that:-

Furzeham School is a community in every sense of the word, where children, staff, governors, families and the local community are constantly finding ways to work together to improve our school and to make links with the locality it serves. We pride ourselves on our welcoming atmosphere and invite any visitors into our school to join us in achieving the following aims:

- to do our utmost to provide the best possible all round education for all of our children, no matter who they are, what they have already learned or whatever their needs, so that every child can be the best that they can be
- to have high expectations of our children and inspire them to have high hopes of themselves and each other
- to design our curriculum in such a way that children learn from real and exciting experiences in the most enjoyable, stimulating, and nurturing environment. We want them to leave our school with all the tools for modern day learning, with inquisitive minds, ready for the next step on their learning journey
- to celebrate all kinds of achievement at our school, trying our best to recognise and reward the unique qualities of every child and adult in it
- to constantly learn from each other, to promote safe, healthy lifestyles, excellent behaviour and an understanding of the beliefs and values of others
- to develop spiritually, morally and culturally, celebrating the diversity of our backgrounds and what we have to offer each other
- to look after our school environment and the wider world around us

It is our intention to ensure that every child gets the chance to meet their potential and we strive to create a culture of value, acceptance and respect for all pupils, visitors and staff.

In our school racial discrimination is unacceptable and parents, carers and children should know their rights and have them acted upon.

We want to make Furzeham a place where everyone feels included, valued and supported; and where everyone is recognised as being positively different. We have a Golden Rule across the whole school which is 'Treat others as you would like to be treated.'

The Head teacher and governing bodies of Furzeham School, ensure that we meet all the requirements of the Race Relations (Amendment) Act 2000, by doing our best to

- Eliminate racial discrimination;
- Promote equality of opportunity and good relations between people of different racial groups.
- Systematically assess the impact of this policy on staff, pupils and parents from different racial groups and

## COMMUNITY COHESION (for policy see appendix 1)

The Education and Inspections Act 2006 requires schools to promote community cohesion.

We have devised a policy in order to promote discussion about common values and diversity and engagement with the wider community.

At Furzeham School, the leadership team established a Personal Development team. Part of its remit is to demonstrate commitment to race equality. This means that we make sure that race equality is taken into account when devising and reviewing policies. They carry out an Equalities Impact Assessment on all their policies and procedures.

- Race equality training and guidance for all staff and governors is planned and reviewed.
- The Standards team ensure that race equality is part of the curriculum for teaching and learning. Each term an aspect of Community Cohesion is identified on the integrated curricular planning and the focus for much of our project work stems from interest in the local environment, community and the schools place within it. We involve relevant local community organisations in the life of the school, to provide extra-curricular activities. ( samba band and town band, library, theatre, museum, Berry Head, lifeboat/coastguard etc).  
Because there is a significant proportion of white British people within Devon, it is difficult to invite people from other cultures and races into school to develop first hand relationships and understanding to break down barriers and prejudice where it exists. Racial equality training for our staff in order to educate our children is still seen as an important part of preparing our children for the wider world. Second hand sources are therefore used whenever possible.
- At recruitment the Headteacher and governors work towards ensuring that the school workforce reflects the diversity of the local community.
- We share best practice with other schools in the wider community through the school's website, newsletters and the local press.
- A copy of BTEG's latest publication: *Race Equality and Schools: A Guide for Parents and Carers*, (see appendix 3) a publication to help parents and carers to understand the responsibility that schools have to address race equality and suggests what parents can do to support schools to raise educational attainment is given to parents as part of the induction package.
- We include racial discrimination as part of our collective worship/assembly topics
- We promote positive images of people from different cultures and racial backgrounds

## Impact Measures

Will measure the impact of this policy and present termly reports to the Curriculum and Standards committee and an end of academic year report to the Governing Body in the Summer term. The data will include:

- Collation and analysis of racial incidents. Monitoring the progress of all children including their attainment but specifically children from a different ethnic or cultural background is through the 'Behaviour Watch Programme'. Class records including reports from parents consultation evenings.
- Complaints to the LA about racism
- Records of the Educational Welfare Service or any other identifying where racist bullying is a factor in non-attendance at school
- Transfer and admissions data
- Exclusions data

Appendix 1 Community Cohesion Policy

Appendix 2 List of resources to support anti-racism (web links)

Appendix 3 BTEG Guide for Parents and Carers

## Appendix 2

### List of resources to support anti-racism (web links)

#### Free Teaching Resources | Terrorism, Diversity & More

[Admikehaines.globalactsofunity.com/Resources/Sensitive](http://mikehaines.globalactsofunity.com/Resources/Sensitive)

Looking To Help Pupils Learn About Sensitive Subjects? Download Lesson Plan Now. E-Learning. Download Free Resources. Interactive Presentation. Perfect For PSHE.

#### [Teaching - Schools Stand up 2 Racism](http://www.standup2racism.org.uk/resources/teaching/)

[www.standup2racism.org.uk/resources/teaching/](http://www.standup2racism.org.uk/resources/teaching/)

Links to **teaching resources** and information. ... website has guidance and a toolkit for **teaching equality** and human rights in general, including **anti-racism**:

#### [About - Tackling Racist Bullying | throwingstones.org.uk](http://www.throwingstones.org.uk)

[www.throwingstones.org.uk/about](http://www.throwingstones.org.uk/about)

The original 'Throwing Stones' **resource** was launched in 2003 and has been ... by Leicestershire police in 1995 after a series of abusive **racist** incidents on a ... pack of **resource** materials that could be used in primary **schools** across the **UK**.

#### [Show Racism the Red Card - Anti-Racism Education | Resources and ...](https://www.theredcard.org/education/)

<https://www.theredcard.org/education/>

We also have a number of free **resources** for educating young people **on racism**. ... Red Card works in **schools** and other educational settings throughout the **UK** ...

#### [Resources Challenging Racism | National Union of Teachers - NUT](https://www.teachers.org.uk/equality/equality-matters/resources-challenging-racism)

<https://www.teachers.org.uk/equality/equality-matters/resources-challenging-racism>

The NUT has worked with a number of organisations to develop practical educational **resources** for teachers **on** how to challenge **racism**, **anti-immigrant racism** ...

#### [P4S: Primary Schools - Prevent for Schools](http://www.preventforschools.org/index.php?category_id=62)

[www.preventforschools.org/index.php?category\\_id=62](http://www.preventforschools.org/index.php?category_id=62)

Throughout Primary **education**, we believe that children should be given the ... of what is acceptable will engender an open attitude to multi cultural and **race** issues. ... These **resources** are based **on** the principle that people should treat ...

#### [Anti-racism strategies in schools - Race Equality](http://www.tackling-racism.co.uk/anti-racismstrategies.html)

[www.tackling-racism.co.uk/anti-racismstrategies.html](http://www.tackling-racism.co.uk/anti-racismstrategies.html)

**Anti-racism** strategies used in **schools** and recommended by **schools**. Ideas from ... Some of the different charities and agencies that provide **resources** and promote equality include: Click on ... Show Racism the Red Card ([www.srtrc.org.uk](http://www.srtrc.org.uk)).

#### [21 March: Anti-racist teaching resources by NUT, UK - Teachers for ...](https://www.education4refugees.org/Teachers-on-the-move/Best-Practices)

<https://www.education4refugees.org/Teachers-on-the-move/Best-Practices>

21 Mar 2018 - The National Union of Teachers (**UK**) has produced a brochure compiling different initiatives and websites offering teachers **resources** to ...

[Race Equality and Cultural Diversity in Education - Insted consultancy](#)

[www.insted.co.uk/links.html](http://www.insted.co.uk/links.html)

[www.education.gov.uk/schools/pupilsupport/inclusionandlearnersupport/inclusion/](http://www.education.gov.uk/schools/pupilsupport/inclusionandlearnersupport/inclusion/) .... details of **anti-war** campaigns, **resource** lists and several lesson plans.

[Countering racism, prejudice and intolerance | Anti-Bullying Alliance](#)

<https://www.anti-bullyingalliance.org.uk/tools-information/all.../race-and-faith-0>

29 May 2017 - Please see below for a list of external **resources** which could help your **school** or setting **counter racism**, ... Information from Bullying **UK**.

[Islamophobia / Anti racism Resource for PSHE lessons by ... - Tes](#)

<https://www.tes.com/teaching-resource/islamophobia-anti-racism-resource-for-pshe-les...>

Rating: 5 - 1 review

6 Dec 2017 - This **resource** has been developed by MEND and has been approved by the National Curriculum Authority. ... Islamophobia / **Anti racism Resource** for PSHE lessons .... Have your say on all the latest issues facing **education** in the US. ... Tes Global Ltd is registered in **England** (Company No 02017289)