



BELVEDERE
PREPARATORY SCHOOL

ANTI-RACISM POLICY

2022-2023
BELVEDERE PREPARATORY SCHOOL

Anti-Racism Policy

- This document outlines the duties of the Management Board in relation to the Race Relations (Amendment) Act 2000
- It outlines the responsibilities of the Headteacher and staff with regard to Racial Equality under the Equality Act 2010
- It details how racist incidents will be dealt with and what actions are taken to promote anti-racism

At Belvedere Preparatory School, a whole school approach is used to ensure that all pupils receive equality of opportunity. Our pupils learn from the earliest age to value diversity and difference, and grow up making a positive contribution to British society. In line with The National Curriculum:

We prepare all pupils for a life in a world where they will meet, live and work with people of different cultures, languages and ethnic backgrounds.

Bullying and racism of any kind are unacceptable and all forms of prejudice will be challenged. We do not accept any form of racist behaviour or harassment whether the intention of the individual was meant to be racist or not.

Definitions

The Belvedere Preparatory School has adopted the definitions of racism and racist incidents given in the Macpherson Report (1999):

Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form.

and

A racist incident is any incident which is perceived to be racist by the victim or any other person".

We do not accept any form of racist behaviour or harassment whether the individual meant to be racist or not. If anyone reports an incident as racist it will be recorded as such, regardless of any dissenting views.

November 2022

1 Key members

Miss C. Burnham (Head Teacher)
Ms S. Clarke (PHSe Coordinator)
Ms A. Jones (Deputy Head Teacher) (Pastoral Lead)
Miss A. Spence (Deputy Head Teacher)

1. Statement

The Belvedere Preparatory School community recognises and nurtures the identity of children of all races and cultures

The Belvedere Preparatory School strives to develop positive anti-racist language, awareness, images and strategies in order to create policies, practice and an environment which reflect that all people are equally valued and that no harassment will be tolerated

The Belvedere Preparatory School will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which is positively valued

At The Belvedere Preparatory School, pupils will be shown through appropriate Personal Social and Health Education, school assemblies and curriculum that racism, in any form, is unacceptable

2. Responsibilities

2.1 Pupils at Belvedere

- 2.1.1 Are made aware of what racism is alongside other forms of discrimination
- 2.1.2 Are encouraged to tell anybody they trust if they have experienced racism or if they have witnessed any incidents of racism
- 2.1.3 Are invited to express their views about school issues, including racism, through the school council
- 2.1.4 Participate in Black History Month and other curriculum based work on racism.

2.2 Staff at Belvedere

- 2.2.1 Consider all forms of racism unacceptable
- 2.2.2 Seek to prevent racism from taking place using a range of methods which are preventative and help to establish a climate of trust and respect for all through PSHE and curriculum based work
- 2.2.3 Have a good understanding of what racism is and are willing to further their understanding of racism through further training
- 2.2.4 Provide opportunities to particular individuals to discuss concerns if they suspect that that a child is suffering any form of racism or discrimination
- 2.2.5 Follow school procedures when dealing with and recording racist incidents (see definition above) and follow school procedure (outlined below)

2.3 Parents

- 2.3.1 Will actively promote and support their child's school Anti-Racism Policy

- 2.3.2 Are alerted to the definition of racism
- 2.3.3 Immediately contact their child's teacher or the Deputy Head Teacher if their child has suffered or witnessed racism at school in any of its forms
- 2.3.4 Support their child at home in developing positive anti-racism skills

How to talk to your child about bullying:

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism-racial-bullying/>

3. Procedures

3.1 Teachers will:

1. Identify the racist behaviour and acknowledge the incident
2. Support the victim at the time of the incident (acknowledge their concern, listen to them)
3. Explain to perpetrator, and any onlookers, that the behaviour is unacceptable and why
4. Log the incident on School Behaviour Form noting the information provided by all parties
5. Inform the Headteacher or Pastoral Lead so they can investigate the incident (as soon as possible, ideally by before the end of the school day)

3.2 The Head Teacher or Pastoral Lead will aim to resolve the incident within a two week time frame:

1. Speak to and listen to all parties to decide what action will be taken and sanctions used in line with our Behaviour Policy
2. Inform the pupils' parents of both the perpetrator and the victim of the nature of the incident, investigation and outcome, relating this to the school's policy (as soon as possible, ideally by before the end of the school day)
3. Offer support to the victim by providing links to outside agencies if this is requested
4. Take appropriate action with the perpetrator in line with our behaviour policy for repeated incidents
5. Log information regarding the investigation, findings, action taken and outcomes on School Behaviour Log
6. Inform the Management Board of incidents on a regular basis (as part of the annual Safeguarding Report)

4. Investigation

Pupils and parents should understand that all allegations of racist incidents will be treated with the utmost seriousness. Senior Management are responsible for deciding how to respond to particular incidents and should take cognisance of:

- the age of the individuals
- the nature of the incident
- whether there are any behavioural needs which could affect an individual's behaviour towards others
- whether there have been any previous racist incidents involving those individuals

- their duty of care to all pupils involved (both victim(s) and perpetrator(s))

5. Complaints

- 5.1 If parents or carers are not satisfied with the school's response, they should contact the Headmistress
- 5.2 If parents still remain dissatisfied, they should follow the school's complaints procedure

6. Monitoring, Evaluation and Review:

- 6.1 To ensure that this policy is effective, it will be regularly monitored and evaluated.
- 6.2 All incidents of bullying are monitored through the school's behaviour log book.
- 6.3 The SLT will look closely at school records on a regular basis, look for patterns and will adopt early intervention or pre-emptive measures if required
- 6.4 The Head Teacher will submit an annual report to our Management Board

7. Resources

- 7.2 Internet resources

[0800 151 2605](tel:08001512605)

helpline.barnardos.org.uk

A helpline and webchat for Black, Asian and Minority Ethnic children, young people, parents or carers affected by the pandemic. Offers emotional support and practical advice.

Review Date:	September 2023
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Headmistress		Date:	
Chief Executive -BPS Management Board		Date:	