

Physis- a Greek word meaning the natural energy for growth, change and development.



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Anti-Racist Bullying Policy



**Physis Heathgates
Academy**

Physis Quantum is a specialist provider of exciting and innovative services to
Children and Young People in educational settings.

The Physis Heathgates Academy Anti-Racist Bullying Policy

Racism will not be tolerated at The Physis Heathgates Academy under any circumstances.

What is racism?

Racism can be described as prejudice (forming an opinion about a person with little or no information or evidence on which to base that opinion), combined with the social, cultural and political power to affect the lives and life chances of non-white people or those who are not included in the dominant culture in our society.

Racism operates at personal/individual levels and also at institutional levels. Racism can be overt and covert, conscious or unconscious.

Definition of Institutional racism

“Institutional racism consists of the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin.

It can be seen or detected in processes, attitudes and behaviour and which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people! (MacPherson 1999)

Procedures to follow if there has been a racist incident

- The incident is always investigated by The Head Teacher, on report of an incident by a student or member of staff.
- The member of staff will listen to the child's recall of events and discuss the affect the racist incident has on the victim, that it is not just name calling but an attack on a person's culture, heritage, religion, or other such issues of personal identity that can be defined as racist
- All information will be logged in the Racism File (kept in the Head Teacher's office).
- Letters will be sent home to the parents/carers of the perpetrators.
- Letters will be sent home to the victim's parents/carers.
- The perpetrators are to miss the next available break period for the purposes writing a letter of apology.
- Victim and perpetrator to come together. If possible the victim should tell the perpetrator how they felt. The perpetrator should respond appropriately saying why they did/said what they did/said.
- Check that the victim feels supported and heard, and has a sense that their considerations are taken seriously; provide on-going support where appropriate.

- The Head Teacher will inform the chair of the Management Committee by way of termly return of incidents.

Our Aims:

- To stop racism in all its forms and so make the school a safe place for all its pupils and staff.
- To define the roles and responsibilities and action to take for people who know racism is going on.
- To prevent racism through an ethos of mutual respect and appropriate behaviour.
- To track all incidents of racism and show action taken, follow up and identify possible patterns.
- To ensure students are taught what racism is so that they can see signs and how it affects people
- To have a definition of what behaviours constitute racism and have an agreed set of procedures for all staff to follow when dealing with incidents of racism.
- To provide an ethos for students to be able to speak about racism or communicate in some way about what is happening
- To ensure that all students and parents/carers know the Academy's position on racism and are confident that incidents will be dealt with thoroughly.
- We are aware that culture is central to a student's identity. We therefore strive to provide a learning environment that reflects the cultures of the students in our care and within society at large.
- We aim to make our students aware that as human beings they automatically demand self-worth and self-respect regardless of race, skin colour, language and religion.
- We condemn racist name-calling and writing of graffiti if the above occur, they are always dealt with immediately by teaching or non-teaching staff. Children who have been involved in the above incidents are made aware of their incorrect behaviour by using an approach which encourages sensitivity towards others feelings.
- All staff are given induction and on-going training in staff meetings, team meetings, workshops and INSET in order to raise their awareness of the 'hidden curriculum' and to build their awareness and understanding of the various cultures.
- We aim to provide a curriculum that instils in all our students an understanding of, and respect for, the rich diversity of cultures within our society.
- The curriculum within our school aims to create an understanding of and an interest in different environments, societies and cultures across the world.
- Through our curriculum we aim to provide opportunities whereby the contribution that different societies have made to the growing understanding and knowledge of humankind are to our students.
- Recognition is always given to the positive value of the mother tongue and dialect. Different languages are shared and given positive images in the classroom.

- All of our students are encouraged to recognise that each society has its own values, traditions and styles of everyday living.
- We aim to make sure that the resources used in all curriculum areas are multicultural and contain positive images of all ethnic groups.
- In our classroom and main hall displays we strive to promote books, materials and artefacts that represent the various cultures.

IMPLEMENTATION

All staff to know and use a consistent framework for procedures when dealing with incidents of racism.

Regular Quantum Leap Programme, PSHE and Citizenship curriculum work to develop empathy skills, positive behaviour, choices, self-esteem and emotional intelligences. Assemblies and other school events used to highlight corrosive nature of racism, and positive aspects of living in a multicultural environment.

Provide appropriate methods to enable students to speak about racism, and their experiences in this area of life – this will include appropriate and sensitive challenges to racist language and viewpoints expressed consciously or otherwise.

On-going monitoring of break times and playgrounds, promoting co-operative games, providing quality play equipment, valuing playground as an important learning environment part of social and emotional development.

Teach children skills needed to resolve conflict

Consistent praise for co-operative emphatic and non-aggressive behaviour in line with behaviour policy and Physis Heathgates Academy expectations.

All staff to be alert for incidents of racism and different ways in which it manifests

Issues of racism individual and institutional will be tackled in the teaching of the curriculum (history, geography, mathematics, English, drama, PE, PSHE, music and technology.)

Staff and students are enabled and encouraged to be sensitive in their use of words which may cause offence.

Regular assemblies which tackle a range of issues

Physis Heathgates Academy we believe that our school has the responsibility of working towards the aim of equality of opportunity. We strongly believe that through our curriculum we can challenge the prejudices that exist in society by creating a positive racial environment within our school.

Monitoring and assessment

- Incidents of racism are clearly logged and tracked throughout the school
- All incidents of racism must be followed up.

- Procedures must be followed and applied with consistency.