



Anti Racism/ Cultural Acceptance Policy.

Rationale

Eden Park Academy has a due regard when making a decision which protects a particular protected characteristic. This policy has been created to protect a variety of groups and ensure students are informed of cultural difference. All staff are expected to model anti racist behaviour, recognising and promoting the positive benefits of a multicultural society. Eden Park Academy will not tolerate any form of racist behaviour from any of its staff. This policy is to be used in conjunction with the Anti bullying policy, Behaviour policy and Equality policy/plan (and to be used in line with the Equality act 2010)

Aims

- to remove racial intolerance from Eden Park Academy
- to promote a positive multicultural society
- to allow young people to experience a multicultural curriculum

Methodology

Eden Park will not tolerate any form of racism or racist behaviour by staff. We recognise that many of our pupils have ingrained attitudes and beliefs which could not be changed through a direct confrontational approach. In order to foster the development of pupil staff relationships which is critical for the work that we undertake, much of our work in this area will occur at a subliminal level. This may take the form of staff briefly explaining another opinion or simply registering a disagreement with the young persons view point.

Definition of racist behaviours

Any intentionally hostile or offensive act by a person of one racial and ethnic origin against a person of another or any incitement to commit such an act in such a manner:

- that it interferes with the peace and comfort of the person
- that the quality of life of the person is reduced

Categories of racist behaviour

- physical assault against a person or group because of colour and/or ethnicity
- racist graffiti/harassment or victimisation
- provocative behaviour, e.g. racist badges or insignia
- bringing racist materials such as leaflets into school
- verbal abuse and threats including name-calling, insults and racist jokes
- incitement of others to behave in a racist way



Eden Park Academy
Every Pupil Achieves

- racist comments in the course of discussion in lessons
- ridiculing of an individual or group for cultural differences
- refusal to co-operate with others because of their ethnic origins

Procedures / Implementation

No member of staff should ignore any form of racist behaviour. It should be explained why this behaviour is unacceptable, using a no blame approach.

- All incidents of racist behaviour by anyone in the school should be recorded by the teacher present in the offending young persons evaluation file.
- All racist materials should be confiscated (including insignia and badges) and all graffiti removed.
- The PSHE/SEAL programmes and Equality & Diversity package must aim to:

Resources should:

1. promote a positive self-image; make links with groups in society
2. present a variety of cultures to create an understanding of and interest in those different cultures and societies to correct any myths, stereotypes, half truths and misconceptions;
3. explore other peoples places or worship and other traditions.

To be aware of differences in people including characteristics such as differences in

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Resources should:

1. Reflect the fact that we are a multicultural society containing many ethnic groups;
2. Present positive images of people from ethnic minority groups and avoid racial stereotyping;
3. Present a balanced world perspective and an unbiased view of social and economic relations in the world;
4. Avoid tokenism either in style or content.