



# **St Patrick's Catholic Primary School** **& Nursery** **Multi-cultural & Anti-Racist Policy**

## Principles and Objectives

The aim of this policy is to promote the equal regard of different cultures and to ensure the maintenance of good race relations. We intend to deliver a curriculum which embraces and celebrates a wide range of diverse cultural backgrounds. Our aim is to combat racist behaviour and attitudes, and to educate our children to become members of a culturally diverse society. In sum, St Patrick's Catholic Primary School strives to provide learning experiences, through teaching, resources, displays and school assemblies, which enable children to learn from and about people of different race, religion, language or national tradition.

## Responsibilities

- It is the responsibility of the Headteacher to monitor the implementation and effectiveness of the policy. All members of the school community are included in this school policy – it is unacceptable for any racist incidents to take place, involving anybody; this includes visitors as well as members of the school community.
- It is the responsibility of all subject leaders to ensure that, wherever possible, their curriculum planning includes opportunities to inform pupils about our multicultural society.
- It is the responsibility of all class teachers to put this policy into practice within school, and in particular to notify the Headteacher of any anti-racist incidents
- Governors will monitor the overall operation of this policy

## Multi Cultural Education and the Curriculum

Multi cultural issues will be highlighted wherever appropriate: Literacy, Art, Music RE, PSHE and Humanities particularly lend themselves to enhancing children's understanding of global differences. Central to widening children's knowledge of countries and people outside their own locality, is the need to encourage children to question any stereotypes and negative attitudes, which they may encounter.

One of the purposes of PHSE and pastoral time is to help children understand the problems and consequences of discrimination and prejudice in its varied forms, through circle time, role plays, multi cultural art weeks, activities and discussion.

The school has a large number of multi cultural resources available for use. Children have access to musical instruments and other artefacts from different countries, videos, CDs, books, posters, maps and selected Internet sites.

Racist Incidents

It is our clear aim to educate the children to have a wide understanding and appreciation of cultural diversity. However, there may be occasions when racist incidents occur. This section of the policy lays down the procedure, which we shall use in those circumstances.

‘A racist incident is an incident which is perceived to be racist by the victim or any other person.’ (MacPherson Report 1999). Examples might include racist name-calling, racist bullying, graffiti or slogans of a racist nature.

All racist incidents will be recorded and will be reported to the LEA. Incidents will be dealt with immediately by the Headteacher who will discuss the matter fully, using the report form to guide the discussion with the aim of educating, repairing damage and building towards a better understanding and a more caring attitude.

In the absence of the Headteacher a member of the Senior Leadership Team will deal with the incident.

Victims will be offered support to build better understanding and to come to terms with the hurt. The matter will be reported and where appropriate other agencies will be involved.

Review

This policy will be reviewed annually in order to ensure that all staff are kept aware of the issues. Our aim is to ensure that children are made aware of the cultural diversity of our world and that need to respect cultural and racial differences.

**Review November 2019**

Signed.....Headteacher

Signed.....Chair of Governors

Date.....