



**Anti Racism Policy**

**Person in charge: Sharon Richards**

"At Holley Park Academy, we aim to promote equality of opportunity and good relations between people of different racial backgrounds. Racially offensive language or behaviour is unacceptable in our school, where we wish to develop attitudes and ways of behaving that are appropriate to living in a society which wishes to eradicate racism."

In our school, we want all members of our community to be equally valued. We believe racist comments can be of two types, those expressed through **naivety** and those which are **intentional**.

- **Naïve** comments will incur immediate intervention from, and discussion with the class teacher, together with informal parent contact.
- **Intentional** comments or behaviour will have the following sanctions Apportioned to them:

Behaviour	Sanctions
1. The demeaning of individuals by name calling, insulting remarks, jokes based on a person's colour, religion, culture or background.	<ul style="list-style-type: none"> <li>• Referral to the Headteacher.</li> <li>• Written apology.</li> <li>• Formal contact with parent.</li> <li>• Formal recording of incident.</li> </ul>
2. Ridiculing because of cultural differences e.g. food, music, dress or language.	
3. Incitement of others to behave in a racist manner.	
4. Refusal to co-operate with others because of ethnic group.	
5. Writing racist remarks.	
6. Making threats against people because of their colour, religion or culture.	<p><b>Further actions if necessary</b></p> <ul style="list-style-type: none"> <li>• Withdrawal from clubs.</li> <li>• Withdrawal from social events</li> <li>• Withdrawal from trips.</li> </ul>
7. Physical assault.	<p><b>Ultimate action</b></p> <ul style="list-style-type: none"> <li>• Suspension- short term.</li> <li>• Exclusion</li> </ul>

The class teacher will initially note incidents. Incidents referred to the Head Teacher, who will take overall responsibility for the implementation of this Policy, will be logged.