
Vision

We aim to provide an environment where the diversity of our community is valued and all members of our community are treated with respect. We are committed to:

- ✳ *affirming and valuing cultural diversity*
 - ✳ *eliminating racial discrimination and harassment in social, learning and working environments*
 - ✳ *promoting an anti-racist climate amongst students and staff*
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Definition of Racism

Any hostile or offensive action against people because of their skin colour, cultural or religious background or ethnic origin.

It can include:

- ✳ physical, verbal or emotional bullying;
- ✳ insulting or degrading comments, name-calling, gestures, taunts, insults or 'jokes';
- ✳ offensive graffiti;
- ✳ humiliating, excluding, tormenting, ridiculing or threatening;
- ✳ disrespecting the customs, music, accent or dress of anyone from a different culture;
- ✳ refusal to work with others because they are from a different culture.

Core Beliefs

Racism of any kind is unacceptable at Welling School.

Objectives

Racial equality is promoted through all aspects of the school's work and is derived from good educational practice.

We are committed to providing a safe and secure environment for all students and staff and where every incident of racism is reported and dealt with promptly and effectively. Anyone who knows that racist bullying is happening is expected to report it.

SUCCESS CRITERIA

Process

- ✳ Promoting racial equality in all our development planning and through all our policies.
- ✳ Using the teaching and learning process to show respect for cultural diversity.
- ✳ Promoting an ethos and environment where we value the ethnic diversity of our school and society.
- ✳ Ensuring that our admissions, attendance, exclusion and discipline are fair and do not discriminate against any ethnic group.
- ✳ Monitoring information to identify where there are inequalities between different ethnic groups.
- ✳ Working to addressing any issues of inequalities in progress and attainment between different ethnic groups.

Outcomes

- ✳ Maintaining high expectations for students from all ethnic groups and ensure that our assessment processes are non-discriminatory.
- ✳ Students are able to talk confidently about how we deal with racism.
- ✳ Training needs of staff are identified and met.
- ✳ We celebrate religious events and other cultures.

In order to achieve this we will work to achieve the racial equality standards set out in the Commission for Racial Equality's 'Learning for All' framework.

It is vital that all issues of racism are dealt with in a consistent way and that all staff:

- ✳ respond and deal with incidents;
- ✳ documentation is consistent to enable staff to see patterns in behaviour;
- ✳ all incidents of racism must go on students' files;
- ✳ all racist incidents are logged to inform the local authority.