



ANTI-RACISM POLICY

Certain people in our society face discrimination, abuse or harassment on the basis of race, colour, ethnic or national origin, or religious belief. Discrimination also means that certain groups are portrayed in a negative and stereotypical manner. Recommendation 12 of the Stephen Lawrence Inquiry Report states that the definition of a racist incident should be "any incident which is perceived to be racist by the victim or by any other person"

Brently & Henbury Children's Centre believe that everyone has a right to use the Centre in an environment free of such discrimination on the grounds set out above and it is committed to opposing it.

Brently & Henbury Children's Centre recognises that racial harassment/ discrimination can have an effect on both individuals and the group as a whole. We will provide whatever support is necessary to all, working in partnership with parents/carers, staff and children.

The resources used in the Centre will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multi-racial society. Materials will be selected to help children to develop their self-respect and to respect other people by avoiding stereotypes and derogatory pictures or messages about any group of people.

Discriminatory remarks or behaviour will not be tolerated and will be dealt with using the appropriate policies listed below:

Children's Behaviour Management Policy
Parents Complaints Procedure
Staff Disciplinary Procedure

The Centre recognises that the staff may have difficulty in responding appropriately to incidents, this can be for a number of reasons:

- They may not recognise that it is a racist incident
- They may not want to make an issue of it
- They may be embarrassed

- They may lack confidence about handling racist issues

To help our staff deal with incidents, we have devised a list of helpful hints to encourage them to address incidents when they occur. We will also utilise any appropriate training opportunities that could help our staff and management provide the support needed.

Responding to Incidents

Respond Immediately

Protect the victim of the harassment if necessary.

Don't ignore it – this sends hidden messages to perpetrators and onlookers that you may be in agreement with the harassment. Don't think that ignoring it will avoid making an issue, it happened and it's already an issue.

Try to Keep discussions open

Make sure the victim of the incident is supported, valued and taken seriously. Try to help them feel positive about their ethnicity. Reassure them that the incident is not their fault. Talking to the victims about how they are feeling can help them to feel better about what has happened.

The person at fault should also be talked with and given support in understanding why what they have done/said is wrong. Try to discuss why they did/said it and identify and resolve any non-racist part of the incident that may have led to the incident occurring.

Make sure that the way in which the Behaviour and Disciplinary policies are used is appropriate to the incident. Try to discuss what has happened and how you have responded with the rest of the staff team as soon as possible (usually at the end of the session). A consistent approach amongst the staff team will provide mutual support and help the children and staff in developing their understanding of how to deal with racist incidents.

All incidents will be recorded and will be shared with the board of trustees where they will be reviewed.

Where an individual child is affected staff will endeavour to work with them and their parent/carer to offer support in dealing with the issue.