



friends on the hill anti-racism policy

1 introduction

- 1.1 friends on the hill after school club aims to provide a secure and welcoming place for children from all cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance, respect and co-operation.
- 1.2 this policy applies to all forms of discrimination on the basis of a person's colour, origin or culture and when dealing with all forms of racist behaviour; where racist language, attitudes and behaviour are positively challenged.

2 aims and good practice

- 2.1
 - all within friends on the hill show a strong commitment to equality and fairness
 - staff are educated on how to identify and respond to racism.
 - all members of friends on the hill show commitment and contribute positively to the club's strategies for tackling racism and promoting race equality.
 - the children attending show respect for others and recognise and value diversity.
 - staff and children should feel confident and able to question the use of stereotypes and prejudices. in light of this, racism in any form will not be tolerated. we promote the right to be treated fairly and the right to feel safe.

3 racial harassment

3.1 racial harassment is any hostile or offensive action against individual or group because of their skin colour, ethnic origin, religion or cultural background. there can be different forms of harassment and abuse. racial harassment and abuse can include both overt and more subtle forms. it can include (but isn't limited to):

- 3.2
- physical assault
 - derogatory name-calling, insults and racist jokes
 - racist graffiti
 - wearing racist badges
 - carrying or distributing racist material such as leaflet comics or magazines
 - verbal and non-verbal abuse and threats
 - incitement of others to behave in a racist manner
 - racist comments in the course of discussion in lessons
 - attempts to recruit for racial organisations or groups
 - ridicule an individual for cultural differences
 - refusal to co-operate with others because of their colour, ethnicity or language
 - written derogatory remarks

4 handling of racist incidents

4.1 all racist or potentially racist incidents will be dealt with in line with our behaviour management policy and safeguarding children policy