

WELL GREEN PRIMARY SCHOOL, HALE

British Values and Prevent

POLICY DOCUMENT



April 2023

WELL GREEN PRIMARY SCHOOL

BRITISH VALUES and PREVENT POLICY

April 2023

Legal Framework

Schools have a legal responsibility to promote British Values as set out by the DfE. The guidance aims to help both independent and state-maintained schools understand their responsibilities in this area. All have a duty to 'actively promote' the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. These values were first set out by the government in the 'Prevent' strategy in 2011.

AIMS OF WELL GREEN PRIMARY SCHOOL'S BRITISH VALUES AND PREVENT POLICY

The teaching of British Values will:-

- Provide an understanding of how citizens can influence decision-making through the democratic process
- Provide an understanding that the freedom to hold other faiths and beliefs is protected in law
- Promote acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- Teach understanding of the importance of identifying and combating discrimination
- Actively challenge 'extremist views.'

Roles and Responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and action plans are implemented. A member of the governing body has a watching brief regarding the implementation of this policy.

The Head Teacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination. A senior member of staff has day-to-day responsibility for co-ordinating implementation of the policy. All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom
- deal with any prejudice-related incidents that may occur
- plan and deliver curricula and lessons that reflect the anti racist principles
- support pupils in their class for whom English is an additional language
- keep up-to-date with equalities legislation relevant to their work.

Visitors and Visiting Speakers

Clear protocols are set in place for admitting visitors to school so that all staff follow procedures which conform to child protection guidelines. Where possible, permission should be granted by the Head Teacher before any visitor is asked to come into school. All visitors must report to reception first, state the purpose of their visit and who has invited them. All visitors will be asked to sign in and they will wear a visitor's badge. They will then be escorted to their point of contact. The contact will then be responsible for them while they are on site. Contacts will also need to ensure that any visiting speakers

- Support fundamental British Values or school values.
- Messages communicated to the children should not marginalise any groups, communities or individuals.
- Any messages communicated to the children do not glorify violence, criminal activity and do not attempt to radicalise children through narrow views.

At no point should the visitor be left alone with the children. The visitor will then report back to reception and sign out on their departure. See our 'Visiting Speakers Policy'.

Categories of Extreme Behaviour

Dealing with Perpetrators

All incidents should be dealt with no matter how trivial they may seem to be.

The following general procedures may be followed in dealing with the perpetrators.

Physical assault:

- Report to class teacher if appropriate;
- Record on Racial Incidents Record Sheet;
- Full report to Head Teacher;
- Stage letter to parent/guardian in accordance with our school Behaviour Policy (making specific reference to the racist element of the assault). Take necessary action to prevent recurrence.

Derogatory name-calling, insults and racist jokes:

- Members of staff must not ignore any form of racist abuse in school. Explain fully to the perpetrator that verbal racist abuse will not be tolerated;
- Explain why it is offensive;
- Even if the person has been provoked it is not acceptable for retaliation to be racist abuse;
- Persistent offenders must be referred to the Head Teacher;
- Record on Racial Incidents Record Form.

Racist graffiti:

- All racist graffiti in school must be reported to the Head and must be removed immediately;
- Record on Racial Incidents Record Form.

Wearing racist badges or insignia:

- We will not permit the wearing of racist badges or insignia;
- The child should be referred to the Head Teacher;
- Record on Racial Incidents Record Form.

Bringing racist materials into school:

- Racist literature should be removed;
- Student to be referred to Head Teacher;
- Parents/guardian should be informed;
- Record on Racial Incidents Record Form.

Verbal abuse:

Incitement of others to behave in a racist way:

Racist comments in the course of discussion in lessons:

- Racist comments must not go unchallenged. Explain to the perpetrator that racist comments in the course of discussions in lessons will not be tolerated;
- Explain why it is offensive;
- Persistent offenders must be referred to the Head Teacher;
- Parents/guardian should be informed in accordance with our school's Behaviour Policy;
- Record on Racial Incidents Record Form.

Ridicule of individual for cultural differences eg food, music, dress etc.

Refusal to cooperate with other people because of their ethnic origins:

- Explain that students should work collaboratively. Every student should have the right to be included in school activities and the school should not exclude any student on racial, cultural or linguistic grounds;
- Persistent offenders must be referred to the Head Teacher;
- Parents/guardians must be informed;
- Record on Racial Incidents Record Form.

Support to Victim

A victim or victims of racist behaviour will need immediate attention from a member of staff in order to prevent the danger of shock and long-term suffering. An appropriate member of staff needs to explain the action taken and to express the attitude of Well Green Primary School towards such behaviour giving the opportunity to the children to express their own concern and feelings. In serious cases the Head Teacher should meet parents or relations of victims to explain the action taken and to discuss the matter with them.

Dealing with the impact on the school and community

Racist graffiti or slogans, whether on books or walls, should be removed immediately on discovery and any damage repaired. Racist literature, badges and insignia should be confiscated on discovery and the reason for not allowing them explained. If the matter is of

a serious nature all students and staff should meet together to discuss it. Assemblies may also be used for the purpose. (Anonymity must be upheld). Any distortion of matters through rumours should be explained promptly by the teachers. If the incident is of a serious nature then feedback from parents and responsible members of the community should be obtained in order to assess the impact of the incident.

Incidents Involving Staff

An allegation of racist behaviour on the part of any member of the teaching or non-teaching staff is a serious disciplinary matter and will be the responsibility of the Governing Body. In addition, there are specific procedures for dealing with racial harassment as part of staff grievance procedures.

Where the victim of alleged racist behaviour is a pupil, the Head Teacher should, after careful investigation, seek to resolve the matter informally. If the matter cannot be resolved satisfactorily at this stage then the parents/guardian should submit the complaint in writing to the Head Teacher who will investigate the case further and take the appropriate action. This could involve the use of formal disciplinary procedures. Procedural guidance is available from the LEA.

Incidents Outside School

There may well be occasions when a racial incident outside school, or involving outside perpetrators, are brought to the attention of the Head Teacher. These incidents should be reported to the appropriate authorities who may well wish to take action under Section 5A of the Public Order Act 1986. Opportunities should also be taken to condemn such incidents publicly.

Staff Awareness

Examples of actions schools can take to promote British values are to:

- Include in suitable parts of the curriculum - as appropriate for the age of pupils - material on the strengths, advantages and disadvantages of democracy, and how democracy and the law works in Britain, in contrast to other forms of government in other countries. Our full and detailed scheme for PSHE includes British Value.
- Ensure all pupils within the school have a voice that is listened to, and demonstrate how democracy works by actively promoting democratic processes such as a school council whose members are voted for by the pupils.
- Use opportunities such as general or local elections to hold mock elections to promote fundamental British values and provide pupils with the opportunity to learn how to argue and defend points of view.
- Consider the role of extra-curricular activity, including any run directly by pupils, in promoting fundamental British values.