

SOUTHWARK DIOCESAN BOARD OF EDUCATION

POLICY STATEMENT

RACISM

The Diocesan Board of Education believes that schools and their governing bodies have a significant role to play in addressing racism in society and that a prerequisite of this task is the formulation and adoption of clearly stated policies on all facets of school life which can be owned and proclaimed by all connected with the school.

The Board supports the view that effective countering of racial harassment and violence is essential for the success of a school in delivering a high quality education for all its pupils. The Board therefore recommends that statements of intent and strategies for combating racism are given priority by governors and headteachers in their endeavours to meet their responsibilities.

All those involved in the provision and management of education should be aware of the Code of Practice for educational institutions drawn up by the Commission for Racial Equality and issued under the *Race Relations Act*. Consideration should also be given to the recommendations in the Macpherson Report following the Stephen Lawrence Inquiry, in particular, Recommendation 68 which suggests that governors should have a duty to create and implement strategies in their schools to prevent and address racism.

The development, content and consequent management and monitoring of racial equality policies and procedures should contain a number of elements. These could include:

- (a) a racial equality statement - a declaration of the school's intent to combat racism;
- (b) an agreed definition of the forms of racism;
- (c) the provision of guidance for those dealing with perpetrators;
- (d) the provision of guidance for those concerned with the support of victims of racism;
- (e) identification of opportunities to adopt the best approach to oppose racism and prejudice through the curriculum;
- (f) monitoring racist incidents;
- (g) dealing with the impact of racism in schools;
- (h) mechanisms for regular reviews of the policies and procedures.

Racism has no part in the Christian Gospel. The Board exhorts schools and governors to consider the themes of justice and the importance of human worth in the booklet *Colour and Spice* (2000), a document which challenges our complacency, our prejudices and our misconceptions.

June 1994

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Reference: *Colour and Spice: Guidance on Combating Racism in Church Schools*, SDBE, 2000.