



KEARSNEY COLLEGE
Founded in 1921

Racism and Racial Discrimination Policy

Approved by Board of Governors and effective from Friday 15 September 2017

AIMS AND OBJECTIVES

Kearsney College believes that racism, injustice and discrimination is unethical and unacceptable. Kearsney College does not tolerate racism in any form. The College values diversity and is committed to promoting a safe, caring and non-racist environment for all pupils, parents and staff based on equality, justice and mutual respect.

SCOPE

All employees and pupils, together with all visitors and stakeholders whilst on the College premises, are subject to this policy and must comply. This policy also applies to Kearsney pupils, staff and other stakeholders when they are representing the College off the Kearsney College premises.

DEFINITIONS

1. "Racism" relates to discriminatory attitudes, beliefs, behaviour, distinctions, exclusions, restrictions or preferences that are based on a person's race or ethnicity, however determined.
2. "Racial discrimination" relates to discrimination, unfair treatment or bias against someone or a group of people on the basis of their race.

The following are examples of racist incidents:

- Derogatory name-calling, insults and racist jokes;
- Race-based verbal or written abuse or threats;
- Racist graffiti;
- Provocative behaviour such as wearing racist badges or insignia;

- Racist comments in the course of discussions;
- Ridicule of an individual's cultural differences, e.g. food, music, dress, religion, language, etc.;
- Possession of racist materials such as leaflets, comics or magazines;
- Attempts to recruit other pupils and pupils into racist organisations;
- Racially motivated physical assault;
- Racially motivated damage caused to a person's property;
- Incitement of others to behave in a racist way; and
- Refusal to co-operate with other people because of their ethnic origin.

GUIDELINES

Kearsney College aims to provide an education and working environment in which all participants are equally valued and fairly treated, an environment where pupils and staff have self-respect, show respect for others and recognise and value diversity. To this end, the College, committed to its Methodist ethos, will endeavour to:

1. Eliminate racism, discrimination and prejudice in its corporate conduct and in the conduct of all members of the school community, but most particularly its staff and pupils;
2. Foster an environment in which racist assumptions, attitudes and behaviour are challenged;
3. Promote an anti-racist and rights-based culture, which includes respect for human dignity and diversity;
4. Provide an environment and culture that is inclusive to all;
5. Ensure the College provides sufficient opportunity for pupils to learn about cultural diversity and to directly challenge racist attitudes and behaviour;
6. Ensure that complainants do not feel that their grievances are ignored or trivialised and that they will not suffer retaliation or victimisation;
7. Maintain the Cultural Diversity Imbizo. The Imbizo, comprised of boys from diverse racial, religious and other groups, recognises that the Kearsney community consists of many cultural, ethnic and religious groups and that it is vital that every group be accorded the respect and dignity it deserves, to speak, to be heard and to be understood; and
8. Educate pupils and staff on issues of race and racism.

BREACH OF THIS POLICY

Any pupil or staff member who feels that he or she is a victim of racism or racial discrimination should report the matter to a member of staff. The staff member approached by the complainant must report the matter to the Master in Charge of Discipline, in the case of pupils, or the

Headmaster, in the case of staff members, as a matter of urgency. Anonymous complaints will not be entertained or acted upon. Any report of such action must be treated as confidential, and the person reporting the incident should do so without fear of prejudice. All allegations of racism will be fully investigated. The rights of complainants will be protected, as will the rights of those complained against.

Racism and racial discrimination are considered to be serious misconduct and any breach will be dealt with in terms of the College's Pupil Code of Conduct or Employee Relations Policy. In line with the objective of achieving transformation and diversity, the sanction to be imposed may involve the perpetrator being required to participate in programmes designed to educate and assist him or her in learning different ways of engaging with issues of racism and diversity.

Visitors to the College's premises, e.g. parents, the public, opposition players, spectators, etc., are required to conform to the College's values of non-racism and non-discrimination. Any contravention of our policy by visitors should be reported immediately to the teacher on duty at the time or the Headmaster.

This policy also applies to Kearsney pupils, staff and other stakeholders when they are representing the College off the Kearsney College premises.

Linked Policies

- Employee Relations Policy
- Pupil Code of Conduct
- Honour Code