

POLICIES AND PROCEDURES

ANTI-RACISM POLICY

ECRI's General Policy Recommendation No.10 on combating racism and racial discrimination in and through school education proposes specific measures to member States for ensuring compulsory, free and quality education for all; for combating racism and racial discrimination at school; and for training members of the teaching profession to work in a multicultural environment. For this purpose ECRI recommends the setting-up of a racist incidents monitoring system as well as awareness-raising and disciplinary measures for combating racism and racial discrimination at school.

Introduction

ISCS-The British School of Zug is committed to providing a safe, inclusive, and respectful learning environment for all members of our school community. This Anti-Racism Policy aims to promote understanding, acceptance, and appreciation of diversity among students, teachers, and parents.

Guiding Principles

Equality and Inclusion

- All individuals within the ISCS community **will be treated with dignity, respect, and fairness.**
- Discrimination on the basis of race, ethnicity, nationality, religion, or physical appearance will **not be tolerated.**

Cultural Awareness and Sensitivity:

- ISCS promotes cultural awareness and sensitivity, encouraging a celebration of diversity within our school community.
- Teachers are encouraged to incorporate diverse perspectives into the curriculum to foster understanding and respect for different cultures.
- Zero Tolerance for Racism
- Any form of racism, including but not limited to verbal, written, or physical abuse, is strictly prohibited.
- Immediate and appropriate action will be taken against any individual found engaging in racist behaviour.

Roles and Responsibilities

Students:

- Students are expected to treat their peers with respect, kindness, and empathy, regardless of differences in race, ethnicity, nationality, religion, or physical appearance.
- Reporting any incidents of racism to teachers or school administrators is encouraged.

Teachers:

- Teachers play a crucial role in fostering an inclusive environment. They should model respectful behaviour and address any incidents of racism promptly.

- Integration of anti-racist principles into the curriculum is encouraged to promote understanding and appreciation of diversity.

Parents:

- Parents are encouraged to reinforce anti-racist values at home and actively support the school's initiatives to create an inclusive environment.
- Collaboration between parents, teachers, and school administrators is essential for maintaining a culture of respect and understanding.

Reporting and Resolution:

Incident Reporting

- Any member of the ISCS community who witnesses or experiences racism is encouraged to report it promptly to a teacher, Coordinator, school administrator, DSL or School Head, or through established reporting mechanisms.

Investigation and Action:

- All reports of racism will be promptly and thoroughly investigated by the School Leadership Team in Coordination with the DSL.
- Appropriate disciplinary actions will be taken against individuals found responsible for engaging in racist behaviour.

Review and Continuous Improvement:

- This Anti-Racism Policy will be reviewed periodically to ensure its effectiveness and relevance. Feedback from the school community will be considered in the ongoing effort to create an environment that upholds the principles of acceptance, uniqueness, and respect for all individuals.

Conclusion

ISCS is dedicated to fostering a school culture where diversity is celebrated, and every individual is valued. By adhering to this Anti-Racism Policy, we aim to create a learning environment that promotes understanding, inclusion, and respect for all.