



King's Valley
International School

King's Valley International School

Anti-racism Policy

At King's Valley International School, we are committed to creating a safe, inclusive, and supportive learning environment for all students and members of our community. We believe that every individual deserves respect, dignity, and equal opportunities, regardless of their race, ethnicity, nationality, or cultural background. As part of this commitment, we have developed the following Antiracism Policy to ensure that our school promotes diversity, equity, and antiracism.

1. **Antiracism:** Antiracism goes beyond being "not racist." It is a proactive and intentional approach to challenge and dismantle racism in all its forms. It involves promoting awareness, understanding, and empathy for different cultures and experiences while actively working to eliminate any institutional or systemic racism that may exist within our school.
2. **Culturally Responsive Curriculum:** We at KVIS integrate culturally responsive and diverse perspectives into our curriculum across all subjects. This includes promoting the contributions and achievements of diverse cultures and highlighting historical and contemporary examples of individuals and communities that have stood against racism.
3. **Professional Development:** We at KVIS provide ongoing professional development opportunities for our faculty and staff to enhance their understanding of racism, cultural diversity, and inclusion. This training will empower them to create equitable and inclusive classrooms and environments that support all students.
4. **Bias Awareness and Elimination:** We recognize that unconscious bias can impact decision-making and interactions within our school community. We will work to raise awareness of these biases and actively seek to eliminate them from our policies, practices, and daily interactions.
5. **Safe Reporting Mechanism:** We at KVIS establish a confidential and safe reporting mechanism for students, parents, and staff to report incidents of racism or discrimination. Reports will be thoroughly investigated, and appropriate actions will be taken to address and resolve such incidents promptly.

6. **Student Support and Counseling:** We provide resources and counseling support for students who have experienced racism or discrimination. Our goal is to ensure that all students feel heard, supported, and respected within our school environment.
7. **Parent and Community Engagement:** We value the partnership between the school, parents, and the broader community. We will actively engage parents and community members in discussions about antiracism efforts and seek input on ways to improve our policies and practices.
8. **Celebrating Diversity:** We will promote and celebrate diversity through school-wide events, activities, and initiatives that embrace and honor the richness of our multicultural community.
9. **Evaluation and Accountability:** We will regularly evaluate the effectiveness of our antiracism Policy and make necessary adjustments to ensure it remains relevant and impactful. Additionally, we will hold ourselves accountable for the implementation of this policy and the progress we make towards creating an antiracist school culture.

This Antiracism Policy is an essential step towards fostering an inclusive and respectful school community. We invite all members of our school community to actively participate in these efforts and work together to promote a just and equitable learning environment for everyone.

Reporting and Responding to Incidents:

Reporting:

1. **Know the Resources:** The reporting mechanisms available at KVIS. The safeguarding officer is the first person who will investigate the incident.
2. **Document the Incident:** If safe to do so, collect evidence of the incident. This could involve screenshots of online conversations, photos, videos, or written descriptions. These will be valuable when reporting the incident and providing context.
3. **Identify Witnesses:** If there were witnesses to the incident, reach out to them and ask if they would be willing to provide statements. Their accounts can collaborate your report.
4. **Choose the Appropriate Channel:** Depending on the context, report the incident to School administration.
5. **Provide a Detailed Account:** When reporting the incident, officer will present thorough and clear description.

6. **Request Confidentiality:** If you're concerned about retaliation, you can request that your identity be kept confidential when making your report.

Responding:

1. **Take Immediate Action:** Depending on the severity of the incident, take swift action to address it.
2. **Listen and Support:** If someone reports an incident to you, listen empathetically and provide support. Validate their feelings and assure them that the incident will be addressed appropriately.
3. **Investigate:** Thorough investigation by safeguarding officer will be done to gather all necessary information. If you're in a position of authority, involve relevant parties in the investigation.
4. **Consequences:** Depending on the findings of the investigation, implement appropriate consequences for the individuals involved. This could range from education and training to disciplinary actions.
5. **Communication:** Keep affected parties informed about the progress of the investigation and the actions being taken. Transparency is key in maintaining trust.
6. **Prevention:** Safeguarding officer will use incidents as opportunities to address underlying issues and prevent future occurrences. Implement anti-racist education and training programs to promote awareness and understanding.
7. **Support for Affected Individuals:** Provide resources and support to individuals who have experienced racism. This might involve counseling.

Remember that responding to racism is an ongoing process. Continuously assess and improve your strategies to ensure that incidents are dealt effectively, and work towards creating a more inclusive and tolerant environment.