



## **Anti-Racism Policy**

This is a whole school policy.

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<b>Action</b>	<b>Responsibility</b>	<b>Date</b>
Reviewed	Mrs N. Pritchard	June 2020
Approved	Mr A. Allman	
Next Review	Mrs N. Pritchard	June 2021

## **This Anti-Racism Policy should be read in conjunction with:**

- Behaviour Policy
- Anti-Bullying Policy
- Safeguarding and Child Protection Policy
- ICT Acceptable Use Policy
- Photographs and Digital Images Policy
- Staff Code of Conduct (Staff Handbook)
- Visitor's Policy
- Visiting Speaker Risk Assessment

### **Context:**

The United Kingdom is a multi-ethnic country with a significant migrant population and Myddelton College has a number of pupils in boarding that come from overseas. It is essential we take steps to educate our pupils about issues related to racism while highlighting the positive cultural value of a diverse ethnic mix from a global perspective.

Myddelton College will be pro-active in implementing its duties described in the Race Amendment Act 2000 and the Equality Act 2010. The school will seek to promote racial equality and good race relations, and to eliminate racial discrimination.

The school is committed to identifying and removing discriminatory practices and any form of racism or racist behaviour.

### **Aims of the School Anti-Racism Policy**

The school aims to promote in the widest sense a happy and nurturing environment in which individuals are appreciated and respected; all pupils and staff are expected to further this objective.

Racism is addressed across the curriculum for example in PSHE, Religious Studies, and School Assemblies.

Myddelton College aims to promote race equality and actively tackle racial discrimination within all areas of school life:

- To challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- To make sure that all students and staff are encouraged and supported to achieve their full potential;
- To provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different racial groups and different geographical regions;

- To prevent direct and indirect, overt and covert discrimination on grounds of race or geographical origin;
- To assist in the identification of possible barriers to equality of opportunity for students and staff and to ensure that these barriers are addressed where possible.

### **Definition of Racism**

Racism is a form of bullying. It can be both institutional and personal, overt or subtle, intentional or unintentional.

#### **Institutional racism:**

- The Stephen Lawrence Inquiry Report defined this as: ‘The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.’
- When a child is subject to racist bullying or harassment, their behaviour and attainment are likely to be affected; if the behaviour is treated in isolation without taking into consideration the issues and effects of racism, this can be described as institutional racism. The racist element must be explicitly recognised and dealt with.
- This type of racism is also covert and indirect and therefore can be difficult to identify and address. It is often evident in the assumptions, beliefs and values that affect people’s instinctive responses. It can be demonstrated subconsciously in subtle ways and Myddelton College recognises the need consciously to challenge such attitudes.

#### **Personal racism:**

This is often direct and identifiable and can be manifested through harassment and offensive behaviour in the following ways:

- Physical assault against a person or group due to their colour, ethnicity, geographical origin or culture;
- Derogatory name calling, insults, ridiculing and racist jokes;
- Racist graffiti;
- Provocative behaviour such as wearing racist badges or insignia;
- Verbal abuse and threats;
- Incitement of others to behave in a racist way;
- Racist comments within the context of lessons.

### **Accountability and Responsibility**

The Directors, with the assistance of the Headmaster and senior members of staff, are responsible for ensuring that the school meets its commitments under its Anti-

Racism Policy. In addition, they will provide any necessary help to staff to keep up to date with any changes in race relations legislation:

- The Headmaster will ensure that all staff are aware of their responsibilities and are given the support to exercise this responsibility.
- All racist incidents that are reported will need to be investigated and recorded.
- All staff are required to promote racial equality and good race relations.
- Staff are expected not to discriminate on racial grounds and are expected to attend training or to read information provided by the Headmaster about any changes to relevant legislation.
- Staff are expected always to challenge racist and geographically-biased attitudes and behaviour.
- Staff are also expected to be aware of the need to report suspicions of racism to the Headmaster or Senior Leadership Team.
- The appropriate managers are expected to make visitors and contractors aware of and comply with the school's Anti-Racism Policy.
- Where appropriate the School will be prepared to contact the police if a racial crime has been committed.

### **Action by the School when Racism is Suspected or Reported**

Alleged incidents of racism should be investigated in line with our Behaviour Policy. We have Incident Report Forms, Witness Report which can be used to help systematically record incident details as the first part of an investigation.

If an incidence of racism is proven, the Assistant Headmistress (Pastoral) who is the Designated Safeguarding Lead will need to be informed. The Assistant Headmistress (Pastoral) will inform the Senior Deputy Headmaster and Headmaster who will then decide the appropriate sanction.

Possible disciplinary action by the school:

- An official warning from a member of the Senior Leadership Team or the Headmaster after a proper apology has been made;
- A Headmaster's Detention;
- Exclusion from certain areas of school premises and life (such as co-curricular activities);
- In serious cases or where there is repeated racism, exclusion (temporary) from the school for a fixed term;
- Continued racist behaviour will be incompatible with staying at the school and permanent exclusion may be used in such cases.

At all stages of the disciplinary process, appropriate use of restorative practices will be applied to the situation in order that any perpetrator of racism has the opportunity to consider their behaviour and the consequences of their actions, with the aim of preventing a repeat of any such behaviour in the future due to facilitating a reformed attitude through education and reflection.

It is important that the victim of the racist incident is made to feel happy with the outcome of any disciplinary measures taken. It is also important to remember that

anyone who has been a victim of a racist incident has the legal right to report it as a crime to the police.

Reference should be made to the School's Anti-Bullying Policy for further details about the School's response to bullying in general.

### **Further Information**

Further information on racism can be found at these Government websites:

- The Race Relations (Amendment) Act 2000: <http://www.legislation.gov.uk/ukpga/2000/34/introduction>
- The Equality Act 2010: <http://www.legislation.gov.uk/ukpga/2010/15/contents>
- Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism; <http://www.srtrc.org/educational>
- Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools; <http://www.kickitout.org/359.php>
- Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity; <http://www.annefrank.org.uk/what-we-do/schools-project/our-work-schools>

### **Implementing and Reviewing the Anti-Racism Policy**

New staff will be introduced to the policy during their induction.

The Anti-Racism Policy is made available to Parents and Staff via the School website.

The Anti-Racism Policy is also available to Staff through Microsoft Teams for Staff.

There will be a formal review of the policy every year and any necessary amendments circulated to staff and pupils.

Pupils will be made aware of the policy as part of the 'Anti-Bullying Policy; a Summary for Students' document, shared with pupils at the start of each year.