

## Ormiston Rivers Academy

# Anti-Racism Policy 2022

Lead Officer: Headteacher. Date for Review: June 2024

## Rationale

Ormiston Rivers Academy has a predominantly White British intake, therefore many of our students may have had limited or no experience of other races, religions or cultures, which in some cases can lead to ignorance, confusion and misinformation resulting in cultural stereotyping.

We expect everyone to find school a safe and welcoming place, where they are able to achieve success, irrespective of their nationality or ethnic background. It is not possible to achieve this if any of its members face prejudice or hostility because of their culture, ethnicity or religion. It is important to have an Anti-Racism Policy in place to clarify our expectations and our approach to ensuring equality of opportunity for all our students.

This policy and any actions that arise as a result of it, take into account current statutory requirements, in particular, we reference:

- The Race Relation (Amendment) Act 2000
- The Equality Act 2010
- The Children's Act 2004
- The Employment Act 2008

## The Law

Under Section 71 of the Race Relations (Amendment) Act 2000, the School has a legal duty to:

*“eliminate unlawful racial discrimination and promote equality of opportunity, and good relations between persons of different racial groups”.*

In addition, The Equality Act 2010 makes it unlawful for the school to discriminate against, harass or victimise a child:

- a) in relation to admissions
- b) in the way it provides education for pupils
- c) in the way it affords access to a benefit, facility or service
- d) by excluding a pupil or
- e) by subjecting them to any other detriment.

The school acknowledges the definition of institutional racism, as defined in the McPherson Report and strives to address it in all its forms. Institutional racism is defined as:

*“The collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness or racist stereotyping which disadvantages minority ethnic people”.*

The current legal definition of racism in the UK is:

*“Any incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's race or perceived race”.*

Based on the above definition, for the purposes of this policy racism may refer to hostility or prejudice based on colour, ethnicity, ethnoreligious group (e.g. antisemitism) or place of origin (perceived or actual). Racial discrimination can occur either directly or indirectly. Direct discrimination occurs when someone is treated less favourably because of their race, colour, descent, national or ethnic origin. (For example, where a school does not employ a staff member because they are of African descent). Indirect discrimination occurs when a policy or a rule that treats everyone in the same way puts people of a particular race, colour, descent, national or ethnic origin at a particular disadvantage. For example, a school uniform requirement that stipulates that all students wear a short (above the knee) games skirt for P.E lessons could indirectly discriminate against pupils of certain cultures and backgrounds (for example, Muslim pupils) for whom strict modesty is observed. This discrimination would be found unlawful unless it can be justified as a proportionate means of achieving a legitimate aim.

## Principles

The school is an anti-racist establishment and is committed to promoting equality and actively tackling discrimination within all areas of school life:

- It is committed to the elimination of racial discrimination, including direct and indirect (unconscious bias, micro-aggressions, white supremacy) racism, racial vilification and harassment – in all aspects of the learning and working environment

- To ensure that all members of the school community understand their rights and responsibilities under the Anti-Racism Policy
- To challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional
- To provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different ethnicities and different geographical regions
- To prevent direct and indirect, overt and covert discrimination on grounds of colour, ethnicity or place of 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
- To make sure that all students and staff are encouraged and supported to achieve their full potential
- To educate staff and students on issues, concepts and theories pertaining to racism such as white privilege and white fragility, unconscious bias, microaggressions, the history of multicultural and multi-ethnic Britain, racial literacy, colourism, cultural appropriation etc so that all members of the community can recognise and report racism in all its forms. The school's approach to these issues, concepts and theories reflects government guidance, professional guidance from recognised experts and external agencies as well as examples of good practice
- To implement anti-discriminatory employment practices.

## Additionally

- Our school community recognises and nurtures the identity of children and staff of all ethnicities and cultures
- Our school strives to develop positive anti-racist language, awareness, images, role models and strategies in order to create policies, practice and an environment which reflect that all people are equally valued, and that harassment will not be tolerated
- Our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which is positively valued
- Through appropriate Personal Social and Health Education, school assemblies and curriculum, pupils will be shown that racism, in any form, is unacceptable and that all individuals have a responsibility to challenge racism
- Racist symbols, badges or insignia are forbidden in school.

## What can be considered racist behaviour?

Racial harassment is defined as

*“unwanted conduct relating to an individual’s race that has the purpose or effect of violating that individual’s dignity and/or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.*

Examples of racial harassment are:

- verbal conduct of a racist nature: derogatory name calling, being subject to racist jokes, 'banter' and pranks, malicious comments, hostile attitudes
- non-verbal conduct of a racist nature: display of racial material, graffiti, damage to personal property, denial of opportunities or exclusion from social activities because of ethnic origin, colour, nationality, or on the grounds of race.

A person who has experienced a racial incident can be said to be the victim of racial harassment. All members of our school community, including parents and caregivers, should feel confident that if a racist incident occurs, it will thoroughly be investigated and dealt with, and that help and support will be given to all involved.

## Racist Incident Reporting

No member of staff should ignore any form of racist behaviour anywhere in the school. It should immediately be explained why this behaviour is unacceptable.

All incidents of racist behaviour by anyone in the school should be reported immediately to the Head of Year, Student Support Assistant, or a senior member of staff, who will record it. Dealing with the incident will be a priority (see Behaviour Policy). Victim support will be put in place, if needed.

Perpetrators will be given support to re-educate and develop an understanding as to why their actions/behaviours were wrong, and the impact those actions have had.

All incidents are followed up with the victim(s) after four and eight weeks to ensure the racism has stopped.

All incidents will be recorded on CPOMS and collated as a Racist Incidents Log.

## Responsibilities

### **Students are responsible for:**

- Treating others with respect in accordance with our core values and the school's code of conduct
- A student who perceives themselves to be the victim of racism, and students who witness incidents of racism have a responsibility to report this, and
- Students should ask for help from staff in defusing a difficult situation. They should not retaliate but should ask for help from staff.

### **Parents are responsible for:**

- If a parent is concerned that their child has experienced racism within the school community, they should talk to their child, listen, reassure, stay calm and inform the

school. (Incidents discussed via social media/press make it very difficult for the school to investigate thoroughly, reach an objective decision and respond appropriately)

- Parents have a responsibility to support the school's Anti-Racism Policy and to actively encourage their child to be a positive member of the school.

**The Designated Safeguarding Lead (DSL) and Vice Principal for Inclusion are responsible for:**

- Ensuring all stakeholders are aware of how to report racist incidents
- Investigating incidents of racism and providing appropriate re-education and/or sanctions to perpetrators of racist incidents
- Being the trained contact point for allegations of racism and providing timely and professional responses to complaints regarding racism
- Monitoring exclusion data and red reports by ethnicity, identifying trends or patterns and working with the (appropriate teachers) to ensure any barriers to students' feeling part of the community are tackled.

**The Designated Safeguarding Lead (DSL) and Vice Principal) is responsible for:**

- Reporting all racist incidents to the local authority
- Ensuring the victims of racism receive timely and appropriate support either in school or via external/partner agencies.

**The Headteacher is responsible for:**

- Making sure this policy is readily available and that the governors, staff, students, and their parents and guardians know about it
- Making sure this policy and its procedures are followed
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy
- Making sure all staff know their responsibilities and receive training and support in carrying these out
- Taking appropriate action in cases of racial harassment and racial discrimination.

**All staff are responsible for:**

- All teaching and non-teaching staff contribute to the eradication of racism by promoting acceptance of our cultural, linguistic and ethnic diversity, challenging prejudiced attitudes and ensuring that actions are taken against racist and discriminatory behaviours
- All staff, teaching and non-teaching should be vigilant in order that racist behaviour does not go undetected
- Dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of colour, ethnicity or place of origin

- Keeping up to date with the law on discrimination and taking up training and learning opportunities to better understand students' diverse cultural and ethnic backgrounds.

The Governing Body is responsible for ensuring that the school complies with relevant equality and employment legislation, and that this policy and its related procedures and strategies are implemented.

## Monitoring

Patterns and incidents will be reviewed, and appropriate whole-school actions taken if needed.

The pastoral team with the Vice Principal (Behaviour) will termly review the racist incident log data and trends to see if this policy needs amending. A termly report will also be produced for Governors.

The pastoral team will regularly evaluate and update their approach to tackling racist behaviour. This policy will be reviewed every two years.