

# Anti-Racism Policy

Document Detail	
<b>Category:</b>	<i>Student Related</i>
<b>Authorised By:</b>	<i>Local Governance Committee</i>
<b>Sponsor:</b>	<i>Mr James Loten</i>
<b>Author:</b>	<i>Based on LA Model Policy</i>
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## Ownership and Control

### History

Version	Author	Dated	Status	Details
1	Fe	18.1.2012	Approved	Reviewed and approved at Student & Community Committee meeting 18.1.2012
2	Fe	26.06.13	Approved	Reviewed and approved by Student and Curriculum Committee 26 June 2013
3	Fe	June 2015	Approved	Approved by the Student and Curriculum Committee 17 June 2015
4	Kd	July 2016	Approved	Approved by the Student and Curriculum Committee 7 July 2016
5	Kd	July 2017	Approved	Approved by the Local Governing Board 12 July 2017
6	Lo	July 2018	Approved	Approved by LGB 4 <sup>th</sup> July 2018
7	JLo	June 2019	Approved	Approved by LGB 13 June 2019
8	JLo	July 2020	Approved	Approved by LGC 2 July 2020
9	JLo	July 2021	Approved	Approved by LGC 5th July 2021

### Intended Audience

Intended Audience	Intended Method of Distribution
All Staff	Shared Google Drive
Governors	Intranet

## AMENDMENT TRACKER

**Name of reviewer: James Loten**

**Date of review: July 2021**

**Summary of all changes being proposed in this policy review:**

Addition of new section: Legal framework and definition of racist bullying.

Procedure amended to have reports via [HDHS Reporting A Concern Form](#) and/or [HDHS Behaviour Log Form](#).

Appendix A removed and deleted.

## Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

Education and Inspections Act 2006

Equality Act 2010

Protection from Harassment Act 1997

Malicious Communications Act 1988

Public Order Act 1986

Communications Act 2003

Human Rights Act 1998

Crime and Disorder Act 1998

Education Act 2011

DfE (2017) 'Preventing and tackling bullying'

DfE (2018) 'Sexual violence and sexual harassment between children in schools and colleges'

DfE (2018) 'Mental health and wellbeing provision in schools'

DfE (2020) 'Keeping children safe in education (2020)'

DfE (2020) 'Sharing nudes and semi-nudes: advice for education settings working with children and young people'

This policy operates in conjunction with the following school policies:

Behaviour for Learning Policy

Anti- Bullying Policy

Child Protection and Safeguarding Policy

Social, Emotional and Mental Health (SEMH) Policy

Searching, Screening and Confiscation Policy

RSE and Health Education Policy

Exclusion Policy

## Definitions:

**Racist bullying:** Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

## Definition of a racist incident (Stephen Lawrenson Inquiry Report):

*"Any incident which is perceived to be racist by the victim or any other person."*

And includes:

*“Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form”.*

Incidents of racism can take place in all schools – and need not necessarily be directed towards someone in the school.

Staff will be aware of overt racism but also need to be aware of implied racism. If any member of staff is unsure then in the first instance a member of the Year Team or SLT must be consulted.

The school and the Governors do not tolerate racism and these are identified in our Behaviour for Learning Policy as one of the most serious incidents.

The School maintains a detailed log of racist incidents. The log is monitored by the Assistant Headteacher (Pastoral and Progress).

## **PROCEDURE**

In the first instance, complete a report detailing the nature of the incident verbatim, when and where the incident occurred and any potential witnesses, using the [HDHS Reporting A Concern Form](#) and/or [HDHS Behaviour Log Form](#)

The incident will be referred to the member of the SLT with responsibility for this area. Violent incidents with racial connotations should be picked up as per the HDHS Behaviour for Learning Policy and use of the Patrol Support system.

As a guide:

A less serious incident would be:

- A single name-calling
- Discovered graffiti (a ‘one-off’)

A more serious incident would be:

- Calling out repeatedly across the playground
- Sending text messages
- Writing messages
- Using social media or any other public forum for racist purposes
- Sharing racist videos, jokes or literature

It is important to realise that racist behaviour can be very subtle. Equally the fear of an accusation of racism can be used to bully.

**The deliberate use of an accusation of racism in this way should be recorded both as bullying and as a racist incident. In these instances, the procedure to adopt is outlined in the Anti-Bullying Policy.**