

Garstang Community Academy



Anti-Racism Policy

1. Related academy Policies

This policy should be read in conjunction with:

- Behaviour for Learning Policy
- Anti-Bullying Policy
- Safeguarding and Child Protection Policy
- FCAT Equality, Diversity and Inclusion Strategy
- PSHE and Citizenship Curriculum Framework
- Staff Code of Conduct

2. Policy Aims

At Garstang Community Academy (GCA), we are committed to fostering a safe, inclusive, and respectful environment for all students, staff, and visitors, regardless of race, ethnicity, culture, or geographical background.

Our aims are to:

- Eliminate unlawful racial discrimination, harassment, and victimisation.
- Promote equality of opportunity and positive relationships between all racial groups.
- Provide a curriculum and culture that celebrates diversity and promotes understanding.
- Ensure all students feel valued, respected, and able to thrive academically and personally.

We fully comply with our statutory duties under the **Equality Act 2010**, the **Public Sector Equality Duty (PSED)**, and DfE guidance including *Keeping Children Safe in Education (KCSIE 2024)*.

3. Promoting Race Equality Across the Curriculum

We embed anti-racist education throughout the academy by:

- Including equality and diversity topics in PSHE, Religious Education, History, English, GCA lessons, assemblies, and tutor time.
- Celebrating Black History Month and other cultural awareness events.

- Challenging stereotypes and promoting diverse voices in the curriculum and classroom resources.
- Providing regular staff CPD on anti-racism, unconscious bias, and inclusive practice.

4. What is Racism?

Racism is a form of discrimination or prejudice based on a person's race, ethnicity, culture, nationality, or heritage. It may be:

a. Personal Racism (Direct)

Examples include:

- Physical violence or threats
- Racial slurs, name-calling or jokes
- Racist graffiti or imagery
- Verbal abuse or online harassment
- Exclusion or unfair treatment based on race
- Inciting others to discriminate or be hostile

b. Institutional Racism (Indirect)

This occurs when organisational practices, policies, or attitudes result in unfair treatment or disadvantage to individuals from ethnic minority backgrounds. It may be unconscious and systemic, but must be addressed actively.

5. Roles and Responsibilities

Leadership and Governance

- The **Headteacher** is responsible for implementing the policy and ensuring staff are trained and confident to challenge racism.
- The **Deputy Headteacher (Inclusion)** is the Designated Safeguarding Lead (DSL) and oversees responses to incidents of racism.
- The **Governing Body** monitors the implementation and effectiveness of this policy.
- All staff must model inclusive behaviours and challenge racism wherever it is encountered.

All Staff Are Expected To:

- Promote racial equality and challenge racial prejudice
- Report any suspected or actual incidents of racism
- Attend anti-racism training and comply with relevant legislation
- Foster an inclusive and respectful classroom environment

Visitors and Contractors

All visitors must adhere to the academy's anti-racism and safeguarding expectations.

6. Reporting and Responding to Racism

a. Reporting

- All incidents of racism must be reported to the Behaviour Manager or a member of the Senior Leadership Team (SLT).
- Staff, students, or parents/carers can report racism confidentially.
- All racist incidents will be logged on the academy's behaviour/safeguarding system.

b. Investigation

- Incidents will be investigated fairly and sensitively by the Behaviour Manager and SLT.
- Parents/carers of both the victim and perpetrator will be informed.
- If a racial hate crime is suspected, the academy will consult with the **police**.

c. Sanctions

- Proven incidents of racism will result in serious consequences. These may include internal suspension, fixed-term suspension, or permanent exclusion depending on the severity and context.
- A **restorative justice** meeting will be offered, mediated by trained staff.
- The **victim** will be supported throughout and after the process, with referrals to pastoral or external support as needed.
- The **perpetrator** will receive tailored intervention and education to promote behavioural change.

7. Training and Awareness

- Anti-racism is included in all staff induction programmes.
- Annual refresher training and updates are provided in line with DfE guidance and emerging national issues.
- Students are educated through the curriculum and targeted interventions about the impact of racism and their responsibility to promote inclusion.

8. Monitoring and Evaluation

- This policy will be reviewed annually or in line with changes in legislation or national guidance.
- The SLT will analyse data on racist incidents to identify patterns and inform improvement strategies.

- Progress on race equality is reported to the Governing Body annually as part of the academy's equality objectives.

9. Useful Resources and Support

- [Equality Act 2010](#)
- Keeping Children Safe in Education (KCSIE 2024)
- [Show Racism the Red Card](#)
- [Kick It Out](#)
- [Anne Frank Trust](#)
- [Educate Against Hate \(DfE\)](#)

10. Policy Implementation Timeline

- **Policy Created:** November 2021
- **Reviewed & Updated:** July 2025
- **Next Review Date:** July 2026
- **Responsible Staff Member:** Deputy Headteacher (Inclusion)