



Garstang Community Academy Anti-Racism Policy

A. Related GCA School Policies

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

- Behaviour for Learning Policy;
- Anti-Bullying Policy;
- Safeguarding and Child Protection Policy;
- FCAT Equality Scheme

B. Aims of the School Anti-Racism Policy

We expect all students to find school a safe and welcoming environment 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 ethnic origins or differences. Therefore, we need to have in place an anti-racist policy which helps ensure equality of opportunity of education for all children.

By having such a policy, we give a clear message to everyone in the school community that racism will not be tolerated.

Racism is addressed across the curriculum for example in PSHE, Religious Education, History, English, Life Skills and during form time and assemblies.

GCA 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.

C. Definition of Racism

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

a. 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 racists badges or insignia;
- Verbal abuse and threats;
- Incitement of others to behave in a racist way;
- Racist comments within the context of lessons.

b. Institutional racism:

This means people from certain backgrounds are at a disadvantage or are treated differently. For example, if school or the people in it operate in a way that discriminates against people because of their colour, culture, or ethnic origin.

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 GCA recognises the need consciously to challenge such attitudes and take action where it is identified.

D. Accountability and Responsibility

The school is committed to addressing and embracing its commitments under its Anti-Racism Policy. In addition, it will provide any necessary help to stakeholders to keep up to date with any changes in race relations legislation.

- The Headteacher 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 Headteacher about any changes to relevant legislation.
- Staff are expected to always 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 Headteacher or Deputy Headteacher.

- 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.

E. Action by the School when Racism is Suspected or Reported

Alleged incidents of racism will be investigated thoroughly by the Behaviour Manager and Senior Leadership Team. Parents/carers of both parties will be contacted to inform them of the incident and outcome.

If an incidence of racism is proven, the Deputy Headteacher (Pastoral) who is the Designated Safeguarding Lead will need to be informed and the incident will be logged as a racist incident. School will liaise with the Police and follow the guidance provided. The Deputy Headteacher (Pastoral) will then decide the appropriate sanction with the Headteacher. As with all behaviour, incidents of racism will be fully investigated and will be looked at at an individual level. The sanction for any racist incident will in most cases be at least an internal suspension but could be more depending on the individual circumstances.

It is important that the victim of the racist incident is supported in full throughout this process and after the investigation. A restorative meeting will take place between the aggressor and the victim, facilitated by an appropriate member of staff.

Additional support and intervention will be provided to the perpetrator in order to ensure they fully understand the consequences of their actions and that they do not repeat the same type of behaviour.

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.

See the school's Anti-Bullying Policy for further details about our response to bullying in general.

F. 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; <https://www.theredcard.org/>
- Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools; <https://www.kickitout.org/>
- 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; <https://annefrank.org.uk/education/>

G. Implementing and Reviewing the Anti-Racism Policy

- New staff will be introduced to the policy during their induction.
- A formal review of the policy will take place every year and any necessary amendments circulated to staff.
- The policy will be shared on the school website.

Created	November 2021
Date for review	November 2022
Staff responsible	Deputy Headteacher