



**Stretford**  
Grammar School  
*Aspirat primo fortuna labori*

## **Anti Racism Policy**

**Ratified by Governors : June 2024**



## **Anti Racism Policy**

**Date of Policy:** June 2024

**Member of staff with overall responsibility:** Assistant Headteacher, Mrs Dolphin

**Committee with Responsibility:** Student Admissions and Welfare

### **Introduction and Key Principles**

- We recognise our moral and legal duty to advance equality and to eliminate unlawful discrimination and racism within the school environment and workplace
- We welcome an extremely diverse population of students and greatly value the contribution this makes to the school and wider community
- The school aims to promote and maintain an environment that celebrates diversity and fosters inclusivity, understanding, respect and opportunity for all
- We reject all forms of racist behaviour and are committed to the elimination of unlawful racial discrimination in our organisation, curriculum and in the learning and working environment
- We actively promote equality of opportunity and foster good race relations in all areas of school life and we do this through:
  - progress, attainment, and assessment;
  - behaviour, discipline, and exclusion;
  - students' personal development and pastoral care;
  - teaching and learning;
  - admissions and attendance;
  - the curriculum;
  - staff recruitment, retention and progression and professional development
  - communication and partnerships with parents and carers, and communities.

We recognise and acknowledge that:

- Addressing and eradicating racism and discrimination in our learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all members of the school community
- Racial discrimination, harassment and victimisation are against the law

- We are committed to demonstrating a culture where individuals and groups are not disadvantaged or discriminated against because of their race, culture, ethnicity, nationality or religious background
- No student, employee, parent or community member should experience racism within the learning or working environment of the school.
- As a school, we welcome the diversity of cultures, backgrounds, faiths and beliefs and celebrate the backgrounds of all students, staff and others associated with the school

## **Legislation**

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

- The Equality Act 2010
- The Children's Act 2004
- The Employment Act 2008
- Health & Safety at Work Act 1974
- **Human Rights Act 1998**

In accordance with Section 71 of the Race Relations (Amendment) Act 2000, we have 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 young person:

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

The Equality Act 2010 also protects all people against discrimination in the workplace at all stages of employment:

- a) in recruitment,
- b) in employment terms and conditions,
- c) by way of training, pay and benefits,
- d) by promotion and transfer opportunities,
- e) dismissal or redundancy.

## **Commitments**

We are committed to:

- being an anti-racist school; to promote equality and actively tackle discrimination within all areas of school life:

- to the elimination of racial discrimination, including direct and indirect (unconscious bias, micro-aggressions, white privilege) racism, racial vilification and harassment – in all aspects of the learning and working environment;
- to ensuring 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 providing 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 preventing direct and indirect, overt and covert discrimination on grounds of race, colour, ethnicity, nationality or place of origin;
- to providing students, staff, parents, carers and all members of our community with a mechanism for the informing and resolution of complaints and concerns;
- to assisting 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 making sure that all students and staff are encouraged and supported to achieve their full potential;
- to ensuring that all students and staff can be themselves at school, without discrimination.
  - to educating staff and students on issues, concepts and theories pertaining to racism such as white privilege and white fragility, unconscious bias, micro aggressions, 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 4 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 implementing anti-discriminatory employment practices.

In addition:

- our school community recognises and nurtures the identity of children and staff of all ethnicities and cultures;
- we strive 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 bullying or harassment will not be tolerated;
- we are proactive, using data to inform our decisions, in celebrating achievements, both of individuals and groups of all ethnic backgrounds. Our school is an inclusive environment of excellence for all children.
- through appropriate Personal Social and Health Education, school assemblies, the form time curriculum and in all lessons, students will be shown that racism, in any form, is unacceptable and that all individuals have a responsibility to challenge racism;
- we promote our online reporting systems through assemblies and parent information evenings and encourage students to use them to inform us of any incidents of racism;

and

- racist symbols, badges, insignia and literature are forbidden in school

### **Good Practice**

- It is essential that work to address issues of racism and equality should take place at every opportunity through the taught curriculum;
- There are a wide range of strategies which teachers can adopt in their classroom which can support a school's approach to dealing with and addressing racism with all students.
- These could include:
  - providing positive images and role-models in resources, displays and promotional material which reflect the experiences and backgrounds of all students in our multicultural society;
  - critically examining existing resources in the school to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated;
  - developing global dimensions to the curriculum which value contributions of all people to world culture and critically address issues of world development and interdependence;
  - exploring with children at the appropriate level, issues of racism and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice;
  - encouraging cooperative and collaborative approaches to learning and ensuring that children's cultural and linguistic experiences are reflected and built upon positively in the classroom;
  - building positive links and community groups and using support agencies to the full to ensure that the multicultural dimension to the curriculum is fully developed; and
  - having high expectations of children of all ethnic backgrounds and making known to them our confidence in their ability to achieve and ensuring that each child's individual learning and social needs are met.

## **Responsibilities**

### **Students:**

- treat others with respect and dignity in accordance with our core values of Aspiration, Endeavour and Respect and the school's behaviour policy
- a student who perceives themselves to be the victim of racism, and students who witness incidents of racism, have a collective responsibility to report this; and
- students should ask for support from staff in defusing a challenging situation. They should not retaliate, but should ask for support from staff. They could use the online reporting form if they are uncomfortable doing this face-to-face.

### **Parents:**

- 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 immediately and
- 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.

### **Pastoral Team:**

- ensure all stakeholders are aware of how to report racist incidents;

- investigate incidents of racism and providing appropriate re-education and/or sanctions to aggressors of racist incidents;
- ensure the victims of racism receive timely and appropriate support either in school or via external/partner agencies; and
- monitor data and reports by ethnicity, identify and respond to any trends
- ensure any barriers to students feeling part of an inclusive and cohesive community are tackled.

### **The Headteacher/SLT:**

- make sure this policy is readily available and that governors, staff, students, and their parents and carers know about it;
- make sure this policy and its procedures are followed;
- make sure all staff know their responsibilities and receive training and support in carrying these out;
- make the recruitment of staff inclusive of all protected characteristics;
- write clear and appropriate written advertisements for job opportunities that will attract staff from all ethnicities;
- provide opportunities for staff development, for all staff regardless of their race, ethnicity and cultural background;
- monitor the equality of opportunity of all staff members and take action if needed;
- take appropriate action in cases of racist incidents.

### **All staff:**

- ensure all racist incidents are reported using CPOMs;
- ensure the victims of racism receive timely and appropriate support either in school or via external/partner agencies such as the school Counsellor or Thrive;
- contribute to the eradication of racism by promoting acceptance of our cultural, linguistic and ethnic diversity, challenging prejudiced attitudes and ensure that actions are taken against racist and discriminatory behaviours;
- are vigilant in ensuring that racist attitudes and behaviour do not go unchallenged;
- deal with racist incidents, and are able to recognise and tackle racial bias and stereotyping;
- promote equality of opportunity and good race relations, and ensure no one is discriminated against because of their race, colour, nationality or ethnic origin;
- always make an effort to correctly pronounce and spell students' names;
- be aware of possible cultural assumptions and bias within their own attitudes;
- ensure that the use of loaded, racially charged language, labels and stereotypes is not used
- screen resource materials so that an accurate account is given in pictures;
- ensure that all resources, including posters, books, TV programmes and worksheets to reinforce respect and value one another's differences;
- show equal regard for all; praising, rewarding and celebrating the success of all children; and
- recognise that the behaviour of all staff in the school will be seen by students as model behaviour, therefore it is imperative that all staff behaviour demonstrates respect, consideration, understanding and care towards all children and high-quality professional relationships with all adults and
- keep up to date with the law on discrimination.

## **Responding to Incidents of Racism**

- We recognise the need for education in order to eradicate racism;
- All stakeholders in school must be able to identify racism, cultural prejudices or unconscious bias in order for us as a community to respond, challenge and prevent;
- The need for education extends to dealing with the aggressors of racist incidents;
- Where incidents are caused by a lack of understanding the student(s) will be directed to reading / an empathy task / reflecting on the harm caused / exploring where their own prejudices originate;
- Where the incident stems from a desire to cause harm / distress / or is a repeated incident of racism, the student(s) involved will be sanctioned in line with the school's Behaviour Policy;

The aim when managing any racist incident is to find a way to achieve mutual understanding and ultimately reconciliation. The process of reconciliation requires those at fault to hear and acknowledge the hurt they have caused, admit their mistakes and genuinely apologise. Reconciliation can be a difficult process and in school this is supported by the Pastoral Team who lead these meetings. These meetings are offered to all who experience or are involved in racist incidents and wherever possible, the victim's wishes will be taken into account.

## **Appendix 1**

### **Procedure for dealing with alleged racist incidents involving students:**

- Incident reported to school by staff/parent/student
- Incident reported to the relevant Progress Leader
- Progress Leader begins investigation or directs one of the Pastoral Managers to investigate
- Statements taken from all concerned, including witnesses
- The incident is logged on CPOMS and any outcomes and sanctions. Parents are informed of investigation
- Decision made once all the evidence and statements have been considered
- Appropriate sanction/support put into place using our graduated system of sanctions
- Parents or carers informed of outcome of investigation
- Restorative meetings between parties involved, as appropriate
- Outcome logged on CPOMS.

### **Procedure for dealing with alleged racist incidents involving a staff member:**

- All incidents should be reported to the Headteacher immediately
- This includes incidents where a staff member is racist towards a student, where a staff member is racist towards another member of staff or towards a parent or visitor.
- The incident will be logged and investigated by the Headteacher or a member of the Senior Leadership Team. The LADO may be consulted;
- Incidents of discrimination, harassment or victimisation are deemed gross misconduct and will be treated in line with the school's disciplinary procedure.