



Anti-Racism Policy

Applicable to:	✓	Astley Community High School
		Seaton Sluice Middle School
		Whytrig Middle School
Approval body:	Governing Body	
Effective date:	2008	

Status:

Statutory policy or document	No
Review frequency	Governing Body to determine
Approval by	Pupil Support Committee

Publication:

Statutory requirement to publish on school website	No
Agreed to publish on school website	Yes

Version Control:

Revision Record of Approved Versions			
Author	Creation Date	Version	Status
Deputy Headteacher - ACHS (BJW)	2008	1.0	Final approved version
Changed by	Revision Date		
Head of School – ACHS (AAR)	28 September 2015	1.1	Revised version to include updated legislation and local procedures.

Review Date	
Frequency	Next Review Due
Every three years	September 2018

1. Rationale

As stated in our core purposes, we exist to provide a learning environment to encourage **all** to achieve their potential. We are committed to preparing students for citizenship and the world beyond school. This is done within a caring and supportive environment in which the emphasis is on personal responsibility and a respect for the needs of others. It is against this background that the anti-racism policy is drafted.

In addition, the Equalities Act 2010 makes discrimination on the grounds of race unlawful in employment, training, housing, education and the provision of goods, facilities and services.

Racism is wrong. This is a moral absolute. It also affects the education and life chances of young people of all races and creed. As such it needs to be challenged and as far as possible eliminated.

2. Aims

- 2.1 To educate young people that racism is wrong.
- 2.2 To challenge and to encourage students to challenge racism, thereby, hopefully, eliminating it as far as possible.
- 2.3 To promote respect for the beliefs and values of others, together with an appreciation of all cultures within society.
- 2.4 To lay down procedures and strategies to deal with racism when it occurs. This includes the monitoring, recording and reporting of racist incidents as recommended by the Macpherson Report. It also includes the provision of counselling and support for the victim and their family, and the counselling of the offender(s).
- 2.5 Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an independent world.

3. Implementation

- 3.1 **Institutional Racism** is defined as “the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen in processes, attitudes and behaviour, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping.

A Racist Incident is defined as “any incident which is perceived to be racist by the victim or any other person” (Macpherson Report 1999).

Both of these above definitions have been accepted by the Government and will be embraced as working definitions by the staff of Astley High School.

Racist incidents in school would include such behaviour as name-calling; verbal abuse and threats; jokes; ridicule because of, for example, cultural differences; graffiti, the wearing of badges or emblems which are racist; the bringing into school of material or literature issued by racist organisations; refusal to cooperate with a member of the school community on the basis of race; attacks on property and physical abuse.

There may be times when it appears there is no “victim” e.g. telling of an Irish joke when no Irish person is present. It may be tempting to allow this to go unchallenged, but by doing so it encourages those present to form discriminatory views about Irish people, and gives the message that there are times and places where this attitude is acceptable.

- 3.2 All pupils will be inducted into the Anti-Racism Policy. This will occur through Assemblies and during core RE lessons and will be followed up by all staff and Humanities staff in particular. Training will also be planned for staff and governors. As part of the Home School Agreement parents undertake to support the Anti-Racism policy and pupils undertake to refrain from bullying related to race.
- 3.3 Pupils and staff likely to be vulnerable from racism will be made aware that should a racist incident occur, this will be taken seriously and that they should approach their Student Progress Leader or a member of staff of their choice.
- 3.4 Members of staff to record incidents in writing and submit report to the Assistant Headteacher (Student Support).
- 3.5 When investigating reported incidents, offenders should be interviewed individually, with steps taken to avoid the possibility of collaboration. Pupils should be interviewed by two members of staff, one of whom should minute the interview.
- 3.6 Victims of incidents should be offered counselling and support and monitored regularly to ensure that the racism does not recur. They should be informed of the outcome of any investigation.
- 3.7 When such incidents are being dealt with the offenders are to be made to understand that their behaviour contravenes the School’s Anti-Racism Policy and is totally unacceptable. It should be explained that all pupils are equal and the offender should be encouraged to imagine themselves in the victim’s shoes. If appropriate they should apologise to the victim.
- 3.8 Parents of victims and offenders should be informed in the event of a serious incident or of less serious incidents of a persistent nature, including how the incident(s) has been dealt with. Parents of offenders will be sent a copy of this policy.

- 3.9 When investigating any reported incident, the main aim is upon encouraging it to stop. However, where there is persistent or repeated abusive behaviour, punishment should be seen to escalate in severity.
- 3.10 Pupils are to be encouraged to report any racist graffiti which occurs within the local community. The School will work with the local authority to ensure its swift removal.
- 3.11 All incidents will be recorded on the school form in Appendix A and reported to the Assistant Headteacher – Student Support. Any serious incident will be notified immediately to the Executive Headteacher and Chair of Governors. Individual incidents will be reported to the local authority using Form 1 in Appendix B. An annual report of the total number of incidents in the previous school year will be submitted by the Governing Body to the local authority using Form 2 in Appendix C.
- 3.12 The policy will apply if offences occur in the following circumstances:
- i) during the normal school day on the site
 - ii) during the normal school day if engaged in an activity off the school site, such as work experience or a trip or visit
 - iii) after the end of the school day if involved in an extra-curricular activity or representing the school in any way
 - iv) immediately before and after school in the close neighbourhood of the site whilst coming into or leaving school
 - v) during the normal school day when off the school site with or without permission
 - vi) after the end of the school day, in the community, where our pupils are involved as victim(s) and perpetrator(s) and the problem is brought into school.

4. Responsibilities

It is the responsibility of the Assistant Headteacher (Student Support) to:

- 4.1 monitor this policy and to review it on an annual basis for comment to the governors' Pupil Support Committee.
- 4.2 develop the educational package which underpins this policy.
- 4.3 contact Northumberland County Council where racist graffiti appear within the local community.
- 4.4 record and report upon racist incidents, on an annual basis, to the Governing Body and to the local authority

- 4.5 It is the responsibility of all staff to challenge racism and report any incidents which occur.

5. Curriculum, Teaching and Assessment

Teaching and Learning at Astley Community High School will ensure equality of access for all students and prepare them for life in a diverse society. The School aims to create a learning environment where all students feel safe, respected and valued. In particular the School strives to:

- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and values that will challenge racist behaviour;
- provide opportunities for students to appreciate their own culture, celebrate the diversity of other cultures and make connections between the curriculum and their own lives and experiences;
- seek to involve all parents in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all student groupings.

Appendix A – Astley Community High School Racist Incident Report Form

CONFIDENTIAL

This form should be given to the Assistant Headteacher – Student Support for secure storage

Name of person completing report:

Date of report:

Time of report:

Details of person reporting the racist incident

Please include as many of the details below as the victim or person reporting the racist incident can provide.

IMPORTANT: The consent of the victim or person reporting must be obtained before recording details.

ALL INFORMATION RECORDED WILL BE TREATED CONFIDENTIALLY

Is the person reporting the incident the victim? Yes No

If no, what is the relationship to the victim?

.....

Signature of victim's parents

.....

DETAILS OF VICTIM

Only to be completed by or on behalf of victim

Full Name: School:

Date of birth: Age:

Gender:

Ethnic group: (Please ✓ box as appropriate)

White

- British
- Irish
- Gypsy Roma
- Travellers of Irish Heritage
- Any other White background

Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background

Black or Black British

Chinese or Chinese British or Other Ethnic Group

- Caribbean
- African
- Any other Black background

- Chinese
- Any other group

Language spoken (if not English)

.....

Is an interpreter required: Yes No

DESCRIPTION OF THE RACIST INCIDENT

- | | | | |
|---|--------------------------|--|--------------------------|
| Verbal racist abuse | <input type="checkbox"/> | Physical attack on person | <input type="checkbox"/> |
| Incitement of others to behave in a racist way | <input type="checkbox"/> | Attack on property | <input type="checkbox"/> |
| Jokes/derogatory comments | <input type="checkbox"/> | Racist graffiti | <input type="checkbox"/> |
| Use of racist comments | <input type="checkbox"/> | Written/printed material | <input type="checkbox"/> |
| Refusal to co-operate with other pupils because of their race | <input type="checkbox"/> | Malicious telephone/text call | <input type="checkbox"/> |
| Threatening or provocative behaviour | <input type="checkbox"/> | Using school computer systems to access and distribute racist material | <input type="checkbox"/> |

Other (please specify)

.....

Where did the incident occur? (Please attempt to give an exact location)

Please give times and dates of incident:

Please describe the incident:

Has **this** type of incident happened before to the victim? Yes No

If yes, please describe:

Has the victim of this incident been the subject of **any other** racist incident? Yes No

If yes, please describe:

Did they report it at the time? Yes No

Action taken by the school to support the victim:

Names of any witnesses and notes of any witness statements taken:

Was the incident sufficiently serious to inform the LA? Yes No

If yes, please describe who it was reported to:

Name of person recording the incident:

Signature: Date:

Date received by AHT Student Support: Signed:.....

DETAILS OF THE PERPETRATOR(S)

All information recorded will be treated confidentially - If more than one person is the subject of the complaint, please complete this section separately for each person

1. School: Date :

2. Alleged perpetrator(s):

Name: Gender: Yr:

Ethnic Origin (please ✓ box as appropriate)

White

- British
- Irish
- Gypsy Roma
- Travellers of Irish Heritage
- Any other White background

Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian background

Black or Black British

- Caribbean
- African
- Any other Black background

Chinese or Chinese British or Other Ethnic Group

- Chinese
- Any other group

3. Nature of action taken against the perpetrator:
(please tick the appropriate box and attach a separate sheet if necessary)

- Discuss the incident with peers/class
- Medical treatment
- Fixed exclusion
- Permanent exclusion
- Defined ongoing support/monitoring from staff
- Parental involvement (please specify)
- Referral to other agencies (please specify)
- Other (please specify)

Name of person completing the form:

Signature:

Signature of parent:

Date:

Date:

Appendix B - Form 1: Reporting an individual incident to the Local Authority

Name of school			
Date of incident		Time of incident	
Victim(s)		Perpetrator(s)	
Number of males		Number of males	
Number of females		Number of females	
Year group(s)/staff/other		Year group(s)/staff/other	
Ethnic group(s) of victim(s) – please tick, or if more than one put the number		Ethnic group(s) of perpetrator(s)– please tick, or if more than one put the number	
White British		White British	
White Irish		White Irish	
Any other White		Any other White	
Indian		Indian	
Pakistani		Pakistani	
Bangladeshi		Bangladeshi	
Any other Asian		Any other Asian	
Black Caribbean		Black Caribbean	
Black African		Black African	
Any other Black		Any other Black	
White and Asian		White and Asian	
White and Black Caribbean		White and Black Caribbean	
White and Black African		White and Black African	
Any other mixed		Any other mixed	
Chinese		Chinese	
Traveller		Traveller	
Any other ethnic group		Any other ethnic group	
Please indicate if the victim(s) is/are declared as refugee/asylum seeker(s)		Please indicate if the perpetrator(s) is/are declared as refugee/asylum seeker(s)	
Place incident occurred			
Classroom		Corridor	
Playground		Outside school	
Dining Room		Cyber incident	
Seriousness of racist incident			
1	No offence was intended or taken		
2	Hurt or distress was caused, but the offending behaviour is unlikely to be repeated		
3	Hurt or distress was caused, and the pupil(s) responsible had previously been warned that their behaviour was unacceptable		
4	Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated		
Brief description of incident			
Action(s) taken – tick more than one box if appropriate			
Oral reprimand		Internal report	
Formal apology		Police involvement	
Removal of graffiti		Exclusion from activities	
Detention		Fixed term exclusion	
Involvement of parents/carers		Permanent exclusion	
Other – please specify			
Racist incident reported by – please tick			
Staff		Please e-mail this form to: jane.walker@northumberland.gcsx.gov.uk within 5 working days of the incident occurring.	
Pupil			
Other – please specify			

Appendix C - Form 2: Annual report to Governors of racist incidents

Below is a summary of the reports of racist incidents your school has made to the Local Authority during the last academic year. Please verify that the information corresponds with your own records, sign and then return the form to Jane Walker (Lead Adviser – Virtual School Headteacher and Vulnerable Groups) jane.walker@northumberland.gcsx.gov.uk by **31st December 20xx**.

Name of school		
There have been no racist incidents during this academic year		
Please now sign the form in the space below		
Victim(s)		Perpetrator(s)
Number of males		Number of males
Number of females		Number of females
Total no of victims in academic year		Total no of perpetrators in academic year
Year group(s)/staff/other		Year group(s)/staff/other
Ethnic group(s) of victim(s) – please tick, or if more than one put the number		Ethnic group(s) of perpetrator(s)– please tick, or if more than one put the number
White British		White British
White Irish		White Irish
Any other White		Any other White
Indian		Indian
Pakistani		Pakistani
Bangladeshi		Bangladeshi
Any other Asian		Any other Asian
Black Caribbean		Black Caribbean
Black African		Black African
Any other Black		Any other Black
White and Asian		White and Asian
White and Black Caribbean		White and Black Caribbean
White and Black African		White and Black African
Any other mixed		Any other mixed
Chinese		Chinese
Traveller		Traveller
Any other ethnic group		Any other ethnic group
Place incidents occurred		
Classroom		Corridor
Playground		Outside school
Dining Room		Other – please specify
Cyber incident		
Seriousness of racist incidents		
Scale	Number reported	Definition
1		No offence was intended or taken
2		Hurt or distress was caused, but the offending behaviour is unlikely to be repeated
3		Hurt or distress was caused, and the pupil(s) responsible had previously been warned that their behaviour was unacceptable
4		Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated
Number of exclusions resulting from racist incidents		
Fixed term exclusions		
Permanent exclusions		
Signed		Chair of Governors