

# Wellington School



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## Anti-Racism Policy

**Date of Update**            September 2021

**Review Date**                September 2022



# Wellington School



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| <b>Policy Title</b> | <b>Racial Equality and Anti-Racism</b> |
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## Summary of Contents

- This document outlines the duties of the Governing Body in relation to the Race Relations (Amendment) Act 2000
- It outlines the responsibilities of the Headteacher and staff with regard to Racial Equality under the Equality Act 2010
- It details how racist incidents will be dealt with and what actions are taken to promote anti-racism
- It details Wellington School's continued commitment to anti-racism

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| <b>Date of Update</b>            | <b>September 2021</b> |
| <b>Review Date</b>               | <b>September 2022</b> |
| <b>Status</b>                    | <b>Non-Statutory</b>  |
| <b>Member of SLT Responsible</b> | <b>Mrs L Cooper</b>   |

## Racial Equality / Anti-Racism Policy

"A racist incident is any incident which is perceived to be racist by the victim or any other person" (Macpherson 1999)

### Principles

Wellington school is an anti-racist establishment and is committed to addressing racism in any form. Racism, in any form is not tolerated at Wellington School. All students at Wellington School have the right to be treated with respect and to feel safe with regard to their individual ethnic background and identity. They have the right to receive their education in an environment which is free from humiliation, oppression or abuse on racial grounds. Parents (and pupils) should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with and that help and support will be given to all involved.

As stated in the Equal Opportunities Policy Wellington School recognises its role and responsibilities in providing equal opportunities for each and every member of the school community irrespective of class, gender, race or disability. (Public Sector Equality Duty)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

Racial equality is central to the ethos and core values of Wellington School. To establish and maintain this Wellington School is committed to:

### Wellington School will:

- Challenge racism in all forms
- Fulfil its statutory obligation to keep a formal record of all racist incidents
- Take every possible step to support victims of racial harassment
- Regard all racial incidents as a serious matter. Any example of racism by a member of staff will be referred directly to the Headteacher
- Take steps to establish a climate in which all members of the school community have the confidence to report racist incidents
- Ensure that all staff receive training in defining and responding to racist incidents.

- Ensure that all pupils have equality of opportunity to achieve
- Value equally all members of the school community
- Promote positive attitudes towards life in a multi-cultural, multi-ethnic and multi-faith society
- Encourage pupils to acquire the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism they may meet in their lives
- Ensure existing school policies fully address inappropriate behaviour around racism and other discriminatory practices

In fulfilment of this, Wellington School recognises the general duty of the Governing Body, under the Race Relations (Amendment) Act 2000:

- To eliminate unlawful racial discrimination
- To promote equality of opportunity
- To promote good relations between persons of different racial groups

**Unacceptable racist acts:**

- Direct physical assault or threat of it
- Inciting racism in others
- Behaving in a racist way and treating others less favorable on the basis of race
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Distributing racist/inflammatory literature/views (Inc. via social media)
- Writing or expressing provocative slogans or catch phrases
- Refusal to cooperate with other people because of their ethnic origin

**Action:**

- All forms of racial abuse by any person within the school are treated seriously.
- All racist incidents will be logged on Class Charts under the "Racist Incidents" tab) "A racist incident is any incident which is perceived to be racist by the victim or any other person" (Macpherson 1999)
- The incident is then fully investigated, with written statements taken from victim, alleged perpetrator and any eye witnesses and stored on file.

- All incidents of racism should be reported to the SLT in charge of the Key stage
- All racist incidents will be investigated by the Pastoral Manager or the Director of Year
- Parents of all involved will be contacted and informed
- Should a student be sanctioned as a result of this incident- this will be logged separately as “Racism” on Class Charts and all actions logged.
- It will always be made clear to offending pupils that such behaviour is unacceptable and will not be tolerated at Wellington School.
- Governors will be regularly informed about the occurrences of racial incidents in the termly report to Governors
- Should any member of staff be aware of a racist incident out of school, perhaps involving pupils, parents or carers, this should also be logged on Class Charts as a Racist Incident and if necessary, reported to an appropriate agency (e.g. police, housing,)

### **Response to racism at Wellington:**

It is important that sanctions for racism are clear and reflective of the serious nature of such behaviour. However, it is always important to carefully study context, the impact the behaviour has had and the wishes of the victim.

- Education is critical to ensure there is understanding and reflection.
- Sanctions can and do include, internal Isolation, Fixed Term Exclusion and in the most serious cases, Permanent Exclusion
- In such serious cases it may be necessary to inform the police if a Hate Crime has been committed (e.g. serious physical assault)
- No matter what, the message is always consistent and clear. Racism is not tolerated and must be reported and recorded
- Wellington school also uses the curriculum, especially PSHCE, REP and History to educate young people about racism
- Wellington also uses restorative sessions if all parties are willing to participate

## **Leadership, Management and Governance**

### **The Governing Body is responsible for:**

- Ensuring the school complies with the Race Relations legislation; and ensuring that the policy is implemented
- The Governing Body does not allow racism to take place at Wellington School, and that any incidents of racism that do occur are taken very seriously and dealt with appropriately
- The Governing Body monitors the incidents of racism that occur, and reviews the effectiveness of the school policy on an annual basis

- The Governing Body requires the School to keep accurate records of all incidents of racism and to report to the governors on request about the effectiveness of school anti-racist strategies
- The Governing Body responds immediately to any request from a parent to investigate incidents of racism.
- In all cases, the Governing Body notifies the Headteacher to conduct an investigation into the case and to report back to a representative of the Governing Body.

**The Headteacher is responsible for:**

- Ensuring that the policy is implemented on a day-to-day basis
- Ensuring that all staff are aware of their responsibilities and are given training and support
- Taking appropriate action in any cases of racial discrimination

**All staff are responsible for:**

- Dealing with any racist incidents
- Promoting racial equality and good relations and not discriminating on racial grounds.

**Anti-Racism Plan 2021**

In the aftermath of the unlawful killing of George Floyd and the subsequent Black Lives matters marches, it has never been more important for all institutions to show their continued commitment to anti-racism. As a result Wellington School has drafted an Anti-Racism Pledge and Plan which is published on our website

- Anti-racism ambassadors
- Appropriate training of all stakeholders to be racially literate and develop the use of positive anti-racist language and awareness, in order to create an environment which reflect that all people are equally valued and that no harassment will be tolerated
- Use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences

- Provide opportunities within the curriculum for pupils to recognise racism and to challenge negative stereotypes that underpin racism and racist attitudes
- Monitor that learning resources do not reinforce negative stereotypes of ethnic minority groups
- Make use of the curriculum, extra-curricular activities and assemblies to positively affirm the cultural and religious identities of all pupils
- Monitor the achievements of all pupils to make sure they are achieving according to their full capabilities, taking appropriate action where underachievement is identified
- Ensure that learning and teaching styles provide equal opportunities for all pupils to achieve according to their full capabilities
- Ensure that all pupils have equal access to the curriculum, including those for whom English is an additional language (EAL)
- Monitor pupil exclusions by ethnicity and consider any patterns data is showing and what actions need to be taken
- Ensure that religious and cultural differences are fully recognised in meeting the needs of all pupils

### **Development and Review**

- This policy is regularly reviewed through the School's arrangements for policy review and self-evaluation.