



## ANTI-RACISM POLICY

### Introduction

As a consciously anti-racist school, it is essential we take steps to educate our pupils about issues related to racism while highlighting the positive cultural value of a diverse ethnic mix from a global perspective. This Anti-Racism Policy sets out the measures that will be taken to educate about, and address, racist behaviours. For the avoidance of doubt, racism refers to all racism and bias in all its forms.

James Allen's Girls' School is a diverse and multi-cultural environment. Our pupils and staff are drawn from a dynamic variety of cultural, social and economic backgrounds. The school environment is characterised by various forms of diversity, as it includes individuals with different ethnicities, languages, religions, cultures, different sexual orientation and gender identity, different beliefs and needs. It is important to ensure an environment of safety, tolerance, respect for diversity, non-discrimination and equality for all pupils and staff so that they can fully enjoy the opportunities that JAGS has to offer to them.

In the context of being actively anti-racist, James Allen's Girls' School will be pro-active in implementing its duties described in the *Race Relations Amendment Act 2000* and the *Equality Act 2010*. The school will promote racial equality and good race relations, and will take active measures to eliminate racial discrimination, individual and systemic level racism and bias. Within this context the school will continue to teach pupils the difference between right and wrong and the need to respect one another as well as themselves. Anti-racism is the active and conscious work to promote racial tolerance whilst opposing individual and systemic level racism.

The school is committed to identifying and removing discriminatory practices and any form of racism or racist behaviour, embodying an anti-racist culture which contributes to the development of a just society.

### Our Aims

Both in and out of the classroom

- To celebrate our diverse and inclusive community
- To champion social awareness and sustainability
- To empower courage, creativity and compassion in each student
- To inspire aspirational and authentic lifelong learners and leaders
- To nurture respectful, resilient and kind individuals

Without actively tackling racism, the school is unable to fulfil its aims. All pupils and staff are expected to further the school aims and to report to the Head/Headteacher or any Deputy Head any incidents of racist behaviour, thereby actively addressing racism.

Racism is addressed across the curriculum for example in PSHCE and Religious Education, and also in the wider academic curriculum, such as, (but not limited to) History, Geography, Art, English, Drama and Music. Awareness of the importance of celebrating an ethnically diverse society are highlighted through, but not limited to, events such as Black History Month, Multicultural Evening, and Stephen Lawrence Week, as well as embedded student voice forums such as the School Council and the Equity & Respect Forum

James Allen's Girls' School will promote race equality and actively tackle racial discrimination within all areas of school life by:

- challenging racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, micro-aggressions even if thoughtless or unintentional;
- ensuring that all students and staff are encouraged and supported to achieve their full potential;
- providing an environment which respects and values diversity and shows consideration for the traditions, cultures, languages, beliefs and religious practices of people from different racial groups and different geographical regions;
- ensuring action to support victims of racism
- encouraging environments of reflection and acceptance for both BAME and non BAME students
- preventing direct and indirect, overt and covert discrimination on grounds of race or geographical origin
- identifying possible barriers to equality of opportunity for students and staff and to ensure that these barriers are addressed.
- ensuring that existing school policies address inappropriate behaviour around racism, bias and other discriminatory practices
- recording and reporting racist incidents

#### **Definition of Racism:**

Racism is a form of bullying. It can be both (a) systemic-level (institutional or structural) and (b) individual (internalised or interpersonal) and can be overt or subtle, intentional or unintentional.

#### **Systemic Racism:**

- The Stephen Lawrence Inquiry Report defined this 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 or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.'
- When a child is subject to racist bullying or harassment, their behaviour and attainment are likely to be affected; if the behaviour is treated in isolation without taking into consideration the issues and effects of racism, this can be described as institutional racism. The racist element must be explicitly recognised and dealt with.
- 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 James Allen's Girls' School recognises the need to consciously challenge such attitudes.

## **Individual 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, racist jokes and innuendo, microaggressions and labelling; and silent racism;
- Racist graffiti;
- Provocative behaviour such as wearing racist badges or insignia;
- Verbal abuse and threats;
- Incitement of others to behave in a racist way;

## **Accountability and Responsibility**

The Board of Governors, with the assistance of the Head and senior members of staff, is responsible for ensuring that the school meets its commitments under this Anti-Racism Policy. In addition, they will provide any necessary help to staff to keep up to date with any changes in race relations legislation.

- The Head 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 be investigated and recorded within an appropriate timeframe.
- All staff are expected to promote racial equality and good race relations and not to discriminate on racial grounds.
- Staff are expected to attend training or to read information provided by the Head about any changes to legislation.
- Staff are expected to challenge racist attitudes and behaviour, and to uphold fundamental British values, such as tolerance.
- Staff are also expected to be aware of the need to report suspicions of racism or concerns over intentional and non-intentional racist policies to the Head/Headteacher or any of the Deputy Heads.
- The School will contact the police if a racial crime has been committed.

## **Action by the School when Racism is Suspected or Reported**

Alleged incidents of racism should be investigated in line with our Behaviour and Anti-Bullying policies. The school records incidents of racist incidents using our CPOMS system. The system is used to help systematically record incident details as the first part of an investigation. This enables patterns of behaviour to be addressed.

## **Procedures For Dealing with Acts of Racism in the Junior School (Prep School And Pre-Prep)**

Anti-racist themes and messages will be delivered through Assemblies, PSHCE lessons, RE lessons, Black History Month, Anti-bullying Week and cultural and historical celebrations. Regular curriculum review will ensure implementation.

### **Pupils witnessing racist behaviour**

If a pupil thinks that they have experienced racism including if someone acts in a racist way or says something racist, it is very important that they tell someone who may be able to help. This may be a friend, a member of their family, their Class Teacher, or any other teacher, a member of support staff, the Chaplain, the Headteacher or Head of the Pre-Prep, or anyone else they feel they can confide in. It is important to share with another person any concern about racism which is worrying you. Don't stand by and take no action when you are aware of incidents of racism. The Junior School will inform pupils that they should not be a bystander; a witness who sees or knows about racist behaviour to someone else and does nothing, supports the behaviour. Pupils will be advised to be an upstander, to speak up or support the individual towards whom the racist behaviour occurs and then to report it.

### **Pupils experiencing racist behaviour**

If someone acts in a racist way or says something racist to a pupil, it is very important for the pupil to tell someone who may be able to help. This may be a friend, a member of their family, their Class Teacher, or any other teacher, a member of support staff, the Chaplain, the Headteacher or Head of the Pre-Prep, or anyone else they feel they can confide in. It is important they share with another responsible adult any concern about racism which is worrying them. This may feel very awkward and difficult and they may not feel comfortable with sharing, but it will help our community to be positively and actively anti-racist and to address the incident or behaviour and they will be fully supported.

### **Staff**

Staff who have concerns about racism should tell an appropriate person. In most cases this will be the Headteacher or Head of the Pre-Prep.

### **Parents**

Parents who have concerns about racism should tell an appropriate person. This will often be the Class Teacher, Pastoral Coordinator or the Headteacher or Head of the Pre-Prep, who must be informed in writing. The Headteacher/Head of Pre-Prep will respond within a reasonable timeframe.

If an incidence of racism is proven, the Headteacher will then decide the appropriate sanction with the Head.

## Procedures For Dealing with Acts of Racism (JAGS Senior School)

### Pupils experiencing racist behaviour

If pupils experience racism themselves it is very important they tell someone. This may feel very awkward and difficult and they may not feel comfortable with sharing what they experienced, so a wide range of staff and students can be contacted with the expectation that the report will be passed up. They can speak with a Prefect, House Captain, their Form Tutor, Section Head, the School Nurses, Counsellors, Chaplain, Deputy Head People or anyone else they feel they can confide in and will be fully supported. As well as in person, they can do this via Microsoft Teams chat or by email using the [Headgirls@jags.org.uk](mailto:Headgirls@jags.org.uk) email address. **The Head Girls will not be expected to deal with the incident, but will pass on concerns to a member of the pastoral staff.** Each Counsellor, Assistant Head and Head of Section has a box outside their office where notes can be posted and pupils may also email staff or use Teams chat if this is preferable to a direct approach.

### Pupils witnessing racist behaviour

Pupils should never just be a 'bystander'; a witness who sees or knows about racist behaviour to someone else and does nothing, supports the behaviour. They should let someone know what is happening. They can speak with a Prefect, House Captain, Form Tutor, Head of Year, Section Head, the School Nurses, Counsellors, Chaplain, Deputy Head Pastoral or anyone else they feel they can confide in. As well as in person, they can do this via Microsoft Teams chat or by email using the [Headgirls@jags.org.uk](mailto:Headgirls@jags.org.uk) email address. It is important to share with another person any concern about racism. There are also confidential Comments Boxes, situated near the Holst Hall and emptied regularly by the Head Girls, where notes may be left. Each Counsellor, Assistant Head, Head of Section has a box outside their office where notes can be posted and pupils may also email staff or use Teams chat if this is preferable to a direct approach.

### Staff – concerns for a child

Staff who have concerns about racism towards a child should tell an appropriate person (in most cases this will be the Section Head) but may also be one of the Deputy Designated Safeguarding Leads, the Designated Safeguarding Lead or the Deputy Head, Pastoral.

### Staff – personal concerns

Staff who have concerns about racism towards themselves should report to their Line Manager, if possible. If they do not feel that they wish to talk with their Line Manager, staff should report to a senior member of staff who will follow up with the Deputy Head Pastoral.

It is important that any incident of racism is fully investigated to ensure that the School is positively anti-racist.

### Staff – concerns for another member of staff

Staff who have concerns about racism towards a colleague should tell their Line Manager. If they feel that they do not want to talk with their Line Manager, staff should report to a senior member of staff who will follow up with the Deputy Head Pastoral. It is important that any incident of racism is fully investigated to ensure that the School is positively anti-racist.

## Parents

Parents who have concerns about racism should tell an appropriate person. In most cases this will be the Section Head but may also be the Headteacher/Head, in writing.

If an incidence of racism occurs, the Deputy Head (Pastoral) will decide the appropriate sanction with the Head.

## Whole School Responsibility

### Actions in Cases of Suspected Racism

It is the responsibility of the School to deal effectively with cases of racism on its premises and on official off-site activities. The School will address cases of racism off the immediate premises in so far as the behaviour damages the school life of its pupils. It will work in partnership with home and other partners if the behaviour occurs outside school time and activities and involves a pupil, pupils and/or a member of staff and including, for the avoidance of doubt, social media. Cases of suspected racism will be investigated thoroughly and carefully. All those involved will be given the opportunity to talk about the matter with an appropriate person who will then take the necessary action.

Where an incident of racism occurs, a written record of all relevant matters will be kept and stored centrally.

### Sanctions - pupils

The School will support victims of any form of racism. All sanctions available to the School may be used to correct, punish or remove pupils who are racist towards pupils or harass staff, in or out of school. This may involve permanent exclusion and the school will also work with the police, if appropriate. Malicious accusations of racism if found to be untrue, will be treated very seriously and will involve disciplinary sanction. Pupils are reminded that being a bystander, but not reporting, brings responsibility on themselves. Pupils who by-stand in cases of racist behaviour and do not report must be aware that they may be subject to investigation and possible sanction.

### Possible disciplinary action by the school – Pupils

- an official warning from the Deputy Head People, Headteacher, or Deputy Head (Prep School) after a proper apology has been made;
- Head's' Detention, Saturday morning;
- exclusion from certain areas of school premises and life (such as co-curricular activities);
- in serious cases or where there is repeated racism, exclusion (temporary) from the school for a fixed term;
- continued racist behaviour will be incompatible with staying at the school and permanent exclusion may be used in such cases.
- Junior School detention

### Record keeping, monitoring and review



Incidents of racism or suspected racism will be investigated and recorded on the School system. These will be discussed with the Head, Deputy Head People and relevant Assistant Head of Section or Headteacher or Pastoral Coordinator. Statistics are discussed with the Governor with responsibility for safeguarding. All incidents will be recorded, any patterns of behaviour or location identified, and the effectiveness of actions taken will be monitored. The School's online system Child Protection and online Management System (CPOMS) is particularly helpful in identifying patterns of behaviour. The Assistant Heads of KS3, 4 and Sixth Form meet weekly with the Deputy Head People and the Head will be made aware of any reported incidents of racism. The Senior Leadership Team will address procedures for what can be learnt from incidents and any changes to guidelines or a wider need for raising awareness through education will be updated.

### **Possible disciplinary action by the school – Staff**

Having clear policies on inclusion will send a clear message to all employees that the derogatory treatment of employees or pupils on the grounds of their race, ethnicity or any other protected characteristic will not be tolerated. Any reports of racism will be fully investigated and the school's Disciplinary Procedure will be followed.

### **Staff Training**

Members of staff, (including Visiting Music teachers and those working with JAGS but who may not be directly employed by JAGS) are regularly reminded of the need for vigilance about pupils' behaviour toward each other.

Newly appointed staff will discuss the School's Anti-Racism policy as part of their induction and other staff training, such as unconscious bias training, will be provided as appropriate. All staff will remain vigilant in identifying and reporting both institutional and personal racism.

It is important that the victim should be assured that the policy has been followed. 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 the School's response to bullying in general and rights of appeal.

This Anti-Racism policy should be read in conjunction with the following school documents:

- Anti-Bullying Policy
- Accessibility Policy
- Admissions Policy
- Assessment Policy
- Behaviour Policy
- Curriculum Policy
- Inclusion Policy
- Online Safety Policy
- Pupil IT Code of Conduct
- Pupil Code of Conduct
- Relationships and Sex Education Policy

Owner: Deputy Head, Pastoral

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- Safeguarding and Child Protection Policy and KCSIE
- Search and Confiscation Policy
- SEND Policy
- Staff Code of Conduct
- The Prevent Duty at JAGS
- Whistleblowing Policy

And Government documents:

- The Equality Act 2010
- The Race Relations Amendment Act 2000. Within the Act, race is termed as a 'protected characteristic'. For the purpose of the Act, 'race' includes colour, nationality, and ethnic or national origins.

### **Implementing and Reviewing the Anti-Racism Policy**

As a new policy, the following will be introduced from September 2021.

- New staff will be introduced to the policy during their induction.
- There will be a formal review of the policy every year and any necessary amendments circulated to staff and pupils.
- Pupils in the Senior School will be made aware of the policy, a summary of which will appear in their pupil planners which are updated each year. Pupils will be involved in the review of the policy.

### **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; <http://www.srtrc.org/educational>
- Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools; <http://www.kickitout.org/359.php>
- 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; <http://www.annefrank.org.uk/what-we-do/schools-project/our-work-schools>