

## Anti-Racism Policy

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Reviewer:	L. Coffill
Governor Link:	Chair of People

# ANTI-RACISM POLICY

East Barnet School, Chestnut Grove, East Barnet, Herts EN4 8PU

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## A. Guiding Principles

East Barnet School has a zero-tolerance approach to racism and antisocial behaviour, and we are collectively working towards being an anti-racist establishment. It is paramount that all members of our community have the right to be treated with respect and to feel safe with regard to their individual ethnic background and that student and staff mental health and wellbeing is of the utmost importance. They have the right to work/be educated in an environment which is free from humiliation, unfair treatment, oppression, or abuse on racial grounds. Parents/Carers, students and staff MUST 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. In addition, protecting pupils from the risk of radicalisation is also part of the schools wider safeguarding duties. We will actively assess and monitor the risk of pupils being radicalised and drawn into extremism.

## B. Definition

For the purpose of this guidance/policy, "A racist incident is any incident which is perceived to be racist by the victim or any other person." (Recommendation 12, Stephen Lawrence Inquiry, Sir William Macpherson, 1999)

A racist incident may be perpetrated against individuals based on or an assumption of their race, ethnicity, colour, nationality, culture, language, or religion and may take the form of (but not limited to):

- Threatened or actual physical assault.
- Verbal abuse and name-calling.
- Expressions of prejudice calculated to offend others or influence the behaviour of others.
- Graffiti or posts on social media websites including Discord, Facebook, WhatsApp, Instagram, Snapchat, Tik Tok and Twitter.
- Distributing prejudiced literature<sup>1</sup>.

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<sup>1</sup> intended or likely to convey racial hate speech, denigration (the action of unfairly criticizing someone or something) or to result in discriminatory acts or attitudes.

- Wearing of badges or symbols belonging to organisations known to promote or use racial hate speech, denigration or to advocate for racially discriminatory acts or attitudes.
- Teasing in relation to a protected characteristic<sup>2</sup>.
- Isolating students because of their protected characteristic/s.
- Inappropriate humour/banter, including around the protected characteristics.
- Encouraging or provoking racist behaviour of fellow peers.

It is important to recognise that:

Harassment may be one aspect of an incident which when a person has deliberately been abused, harassed or discriminated against, or perceives this to be the case, in relation to their racial, ethnic, religious, nationality or cultural identity.

In applying this policy, EBS and its community will consider the core values of:

- Equity: Fairness in access, opportunity, experience and outcome.
- Justice: Fairness and non-discrimination, safety and security.
- Inclusion: Belonging and feeling relevant and involved.
- Voice: Representation, participation and the power to affect decisions.
- Respect: Enabling and protecting personal, community and cultural dignity, enabling truthful histories, destigmatising communities.
- Wellbeing: Improving physical, mental and emotional wellbeing that is so often damaged by racism (which can be unfair treatment motivated by discrimination and racism).

## C. Prevention of Racism

To prevent incidents of racism the school will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration, and care for others.
- Provide on-going training and education to the governing body, staff and its students on issues relating to anti-racism, including guest speakers (not limited to internal speakers).

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<sup>2</sup> as defined by the Equalities Act 2010. The protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and beliefs, sex and sexual orientation.

- Recognise that racist behaviour can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate racism and bullying, for example children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality, or appearance related difference.
- Challenge practice and language (including ‘banter’) which does not uphold the school values of tolerance, non-discrimination, and respect towards others.
- Challenge, fully investigate incidents and issue the appropriate sanction and training/support when necessary.
- Follow-up and measure the impact of initiatives in place, including reviewing action taken in individual cases.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.
- Supply a range of approaches for pupils, staff and parents/carers to access support and report concerns.

## **D. Requirements**

- i. All individuals in the school community have a responsibility to respond to any allegation of racism in a serious and supportive manner.
- ii. The school will ensure that all staff are trained to identify all forms of racism and can follow the school policy and procedures (including recording and reporting incidents).
- iii. All concerns and reports of racism will be fully investigated by trained members of staff that have an understanding and ability to sensitively and adequately apply cultural competencies to the investigation and right procedures followed.
- iv. Senior SLT (Senior Leadership Team) member to issue sanction and initial communication with parents/carers, in consultation with ARESST (Anti-racist and equalities staff support team) and involved members of staff.

- v. The school will hold a central record of incidents of racism on Bromcom<sup>3</sup>, that is monitored, analysed and reported upon to drive forward the school's approach.
- vi. The school will actively promote the message that all forms of racism are unacceptable and will be dealt with in an appropriate manner.
- vii. The school will provide opportunities and information to students that inform them of what to do if they or someone that they know is the victim of racism.
- viii. The school will regularly canvas students' views on the extent and nature of bullying and racism.
- ix. The school will liaise with other agencies and stakeholders to prevent and address concerns.
- x. The school will review its approach regularly and take corrective action to improve its approach to tackling racism.

## **ARESST**

The ARESST (Anti-racist and equalities staff support team) will provide an overarching framework for supporting the delivery of this policy. This will be through staff and student support, curriculum development and an honest and critical approach to developing the school's approach to being an anti-racist establishment.

The group will support SLT and the Governing Body, to ensure that the school can:

- Take appropriate, proportionate, and reasonable action, in line with existing school policies, for any incidents brought to the schools' attention, which involves or effects pupils and staff, even when they are not on school premises; for example, when using school transport or online, etc.
- Implement appropriate disciplinary sanctions; the consequences of racism will reflect the seriousness of the incident, so that others see that racism is unacceptable. Support and education will also be provided to the perpetrator.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied, including training, support groups and restorative actions. Taking appropriate action to educate our students to develop their understanding and aim to prevent further reoccurrences in school and the wider society.

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<sup>3</sup> EBS' school management information system

- Train all staff, including teaching staff, support staff (e.g., administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of racist and bullying behaviour and take appropriate action, following the school's policies and procedures, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing racism throughout the curriculum and other activities, such as: through displays, assemblies, the student body.

## Curriculum

We purposely use the curriculum to provide opportunities across all subjects to support pupils in valuing cultural diversity and understanding. We are committed to identifying cultural awareness issues across the curriculum and to purposely challenge misconceptions. We maximise opportunities both within and beyond the classroom to promote greater understanding of different cultures. This is achieved in many ways including our displays for learning and our whole school and year group assembly programme. We provide our students with the skills to develop as confident and positive contributors to their community and effective users of its services and facilities, according to their maturity. We provide many opportunities for pupils to speak out and we value the power of student voice to promote positive change in the school. In addition, there are regular opportunities available through Personal, Social and Health Education (PSHEE) and Citizenship Education to prepare pupils to fulfil their responsibilities as global citizens with regards to race, ethnicity, religion, nationality, culture and language, in a multi-cultural society. Within this context, we explicitly teach pupils the difference between right and wrong and the importance to respect one another as well as themselves. This is embedded in our 'I want to learn' and 'Do the Right Thing' culture.

We promote racial harmony, prepare pupils for living in a diverse and increasingly inter-dependant society and specifically to challenge racism, sexism and other forms of discrimination. The RE (Religious Education) curriculum is also key in enabling pupils to gain insights into the origins and practices of their own cultures, and those of the wider community. We organise many trips for all year groups which allow first-hand experience of different cultures and beliefs. A broad array of sporting activities are provided to fully engage and involve students from a wide range of backgrounds which promotes positivity, teamwork and unity. These beyond-lesson experiences not only provide students with the opportunity to shine in an area connected with their cultural background, but also to enable all

students to experience a varied experience of activities creating a more diverse environment. All teachers are trained to respect the rights of all and to respect those with different beliefs and through our curriculum and pastoral programme we educate our pupils to do the same.

## **E. Responding to Racism**

The following steps will be taken when dealing with all incidents of racist behaviour reported to the school. Any conflicts of interest to be declared to SLT, or Chair of Governors if it is a SLT member:

- If racism is suspected or reported, the incident will be dealt with promptly by either the member of staff who has been approached or witnessed the concern, the Head of Year, Head of Faculty, or the Behaviour Manager.
- The school will provide appropriate support for the victim (from the SEMH<sup>4</sup> Hub, mentoring, internal counselling and/or student support group)– making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- A member of the pastoral team (that meets and displays the requirements as set out in Section D. iii) will interview all parties involved, where possible on the same day as the incident, or at the most within 1 working day.
- If there are any safeguarding issues around the racist behaviour, these should be logged on 'safeguard'. (All cases where there is uncertainty of safeguarding issue should be logged)
- The school will speak with, inform other staff members, and implement a safety plan, where appropriate.
- The member of staff dealing with the incident will contact the alleged victim (students) parents/carers on the day of the incident, thus notifying them before the student gets home.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with our child protection policy.
- The school will appropriately consider and address any additional needs to support the relevant families and students e.g., translation services, cultural sensitivities regarding dealing with organisations of authority, in order to adequately and sensitively handle and investigate reports of racism.

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<sup>4</sup> Social, Emotional and Mental Health

- Appropriate sanctions, as identified within the school behaviour policy which could include exclusions and suspensions, and support, including education and training will be implemented in consultation with all parties concerned. From a restorative perspective consideration may be given to the perpetrator sending a letter of apology/explanation to the victim.
- Racism from parents/carers should be dealt with appropriately by SLT/governors, in line with this policy.
- If necessary, external agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help, this will be discussed by the safeguarding team with the Head of Year.
- Where the racist behaviour of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL (Designated Safeguarding Lead) will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of the incidents will be recorded on Bromcom with additional statements held in the student's file. This will include recording appropriate details regarding decisions and action taken.
- In incidents of cyber/on-line bullying, the school will encourage the victim to keep evidence, such as screen shots to assist with an investigation. The school will support with the removal of any material published on-line and confiscate/search devices as required.
- Whilst everyone within EBS is responsible for antiracism in their everyday work, the Governing Body and SLT are accountable for meeting the antiracism commitments and following the anti-racist principles in this policy. Senior and middle managers are required to ensure that the policy is observed, adhered to and applied consistently and fairly in their areas of responsibility.

## **F. Reporting to the Police**

Violent, criminal or other serious racial incidents may be reported to the Police. This applies to all racial incidents brought to the attention of the school, regardless of the relationship of the parties to the school (including members of the public as alleged perpetrators). Incidents must be reported to the

Headteacher as soon as possible who will take appropriate action which may involve informing the police. Any further action will be at the discretion of the Police.

## **G. Dealing with Members of Staff as Alleged Perpetrators of Victims**

Racist incidents reported against a member of staff:

All members of staff are required to abide by the Code of Conduct for Employees at East Barnet School. Substantiated racial discrimination by any member of staff towards another member of staff or a student may be considered as misconduct and the perpetrator may be subject to disciplinary action.

In the event of such an allegation being made against a member of staff, the Headteacher or the designated lead, should investigate the allegation in accordance with the relevant Disciplinary Procedures.

The Governing Body and Headteacher have a duty of care towards employees and must ensure that they address any complaints from employees about discrimination by students, parents/carers or colleagues, and provide appropriate support and referrals as necessary. If the allegations are against the Headteacher or a Governor, then the Chair of Governors will investigate.

Race and culture issues will be included in the equality, equity, diversity and human rights training, internal equality and diversity surveys, and in the monitoring of complaints of bullying and harassment cases of staff. The results will be published annually and should be investigated

## **H. Monitoring and Reviewing**

- i) This policy and its impact will be monitored by the Senior Deputy Headteacher who will liaise with students, parents/carers, staff and governors and other appropriate stakeholders.
- ii) The Governing Body and ARESST will receive a termly report on any racial incidents in the Headteacher's report to governors.
- iii) The Pastoral team will produce a report based upon both the findings from the annual student bullying questionnaire and the reports of racism and bullying to determine what can be learned from students' views to improve the school's anti-racism strategies.
- iv) Recommendations for change to effect improvement will be made and enacted annually.

This policy works in conjunction with several school and external policies, practices and action plans including:

- EBS Behaviour and Exclusions Policy
- EBS Child protection Policy
- EBS Anti-bullying Policy
- EBS Equality and Diversity Policy
- EBS E-safety Policy
- EBS Code of Conduct for Employees
- EBS Safer Recruitment Policy
- Equalities Act 2010
- Race Relations Amendment Act, 2000
- The Macpherson Report, 1999
- European Convention on Human Rights, Article 14, 1998