

Anti-racism policy

2024-2025

**R Snowdon**

**C McGladdery**

To be reviewed December 2025

**Introduction and Key Principles**

Race and racism are not well understood. ‘Race’ is a social construct but is widely used to denote difference. Despite anti-racist legislation including the Equality Act 2010 and the Universal Declaration of Human Rights we still encounter racism and intolerance.

Young people’s ideas about race must be explored and discussed, and at Croft Community School we want to develop a culture of open discussion about all forms of discrimination including racism. We want our students to engage as active citizens, examining their own views, challenging inequalities and oppressive norms and assumptions. Schools can help shape pupils’ lives which is why it is important that we have an inclusive and supportive anti-racist approach.

Categories of racist behaviour:

* Physical assault because of skin colour or ethnicity
* Name calling, insults, ‘jokes’, threats and abuse relating to skin colour or ethnicity
* Graffiti with racist content
* Bringing clothing, books, other material with racist content into school
* Ridicule of other cultures
* Incitement of racism

**Purposes**

Having an anti-racist approach goes beyond meeting the statutory requirements of the Equality Act 2010. We want our pupils to:

* Appreciate that all members of our school community, children and adults, have unique identities which include their ethnicity, gender, sex, sexuality, disability, class, and religion or belief
* Understand stereotypes around race, class and gender, and language which is excluding, offensive, and discriminatory
* Explore the history and patterns of power imbalances and discrimination, in age-appropriate ways
* Promote positive mental health, wellbeing and belonging
* Challenge inequalities and be agents of change

**Benefits of an anti-racism policy**

* Increased self-awareness, confidence and self-esteem of pupils
* Increased resilience and cohesion as a school community
* Understanding of racism and the racial inequalities it causes
* Understanding the diversity in our school community in terms of the ethnicities and languages represented
* Greater confidence in tackling racial inequalities and incidents
* Eliminating unlawful racial discrimination, promoting equality and fostering good relations

**Anti-racism**

Croft Community School does not tolerate any form of racism and encourages all members of staff, pupils, parents, carers, and members of the wider school community to reflect upon and take appropriate action when they are aware of racially motivated incidents, racial discrimination and racial aggression.

**Our aims**

* Make our school a safe welcoming place for everyone
* Challenge all racism
* Provide a curriculum that is positive for all cultures
* Develop staff and pupil awareness of racism
* Provide guidance
* Diversifying the curriculum to increase representation

**How will racist incidents be dealt with?**

* Support for victims of racism
* Support, intervention and consequences for perpetrators of racism
* Recording of racist incidents on BehaviourWatch
* Sharing of information with parents and carers
* Prejudiced incidents are recorded separately and information is reported to governors on a termly basis
* Intervention Bridge staff
* Intervention Hub staff

**Key dates**

Policy to be shared – December 2024 and reviewed December 2025

Staff training Anti-racism – 23rd September 2024

Black History Month pastoral activities - October

Show Racism the Red Card assembly - 17th October 2024

**Useful links**

[Education and Inspections Act 2006 (legislation.gov.uk)](https://www.legislation.gov.uk/ukpga/2006/40/contents)

[Equality Act 2010: guidance - GOV.UK (www.gov.uk)](https://www.gov.uk/guidance/equality-act-2010-guidance)

[Home - Show Racism the Red Card](https://www.theredcard.org/)

[What is racism - and what can be done about it? - BBC Newsround](https://www.bbc.co.uk/newsround/52965984)

[Anti-racism and mental health in schools | Anna Freud](https://www.annafreud.org/resources/schools-and-colleges/anti-racism-and-mental-health-in-schools/)