

## Anti-Racism Policy

A copy of this policy is published in the following areas: The school intranet

Reviewed: August 2024

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Reviewed by Deputy Head (Pastoral) & Deputy Head of Prep

## Related Truro School Policies

This Anti-Racism Policy should be read in conjunction with:

- Child Protection and Safeguarding Policy and KCSIE;
- Staff and Volunteers Code of Conduct;
- Equal Opportunities Policy;
- Positive Behaviour and Values Policy;
- Anti-Bullying Policy;
- School Network and Internet Acceptable Use Policy – pupil agreement;
- On-line safety Policy;
- Search and Confiscation Policy;
- Prevent Policy;
- Pupil Charter;
- Equal Opportunities Policy;
- School Rules.

## Introduction

Truro School's motto, ***Esse Quam Videri***, meaning 'to be, rather than to seem to be' acts as a guide for our community. The motto focuses pupils on the importance of personal integrity, taking responsibility for their actions, respecting others, living as a diverse community, celebrating that diversity, and being the best version of themselves.

Furthermore, the School has produced an Equality, Diversity and Inclusion Statement of Intent, which was put together with the involvement of both staff and pupils, and summarises the School's approach.

*Truro School is committed to creating a welcoming and safe school environment. We strive to foster an inclusive community where everyone's uniqueness is celebrated and where we respect and value both our differences and the similarities that we share. We want to encourage each other to be curious and creative in our learning, have confidence to be who we are, and be compassionate in our language towards others. We will continue to remove barriers to learning and nurture a culture where we have the courage to stand up for those whose voice might otherwise be unheard or ignored.*

The United Kingdom is a multi-ethnic and multi-cultural country and this is reflected in our School community across boarding and day pupils. It is essential we take steps to educate our pupils to recognise, challenge, and reject racism and similarly to recognise, value, and champion the positive impact of being part of a diverse local, national, and global community.

Truro School will be pro-active in implementing its duties described in the *Race Amendment Act 2000 and the Equality Act 2010*. The school will seek to promote racial equality and good race relations, and to eliminate racial discrimination.

The school is committed to identifying and removing discriminatory practices and any form of racism or racist behaviour.

## **Aims of this policy**

The school aims to promote in the widest sense a happy and nurturing environment in which individuals are appreciated and respected; all pupils and staff are expected to further this objective.

Racism is addressed across the curriculum for example in PSHEE, Religious Studies, Chapel and World Action in Methodist Schools (World AIMS) events.

Truro School aims to promote race equality and actively tackle racial discrimination within all areas of school life:

- to challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- to make sure that all pupils and staff are encouraged and supported to achieve their full potential;
- to provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different racial groups and different geographical regions;
- to prevent direct and indirect, overt and covert discrimination on grounds of race or geographical origin
- to assist in the identification of possible barriers to equality of opportunity for pupils and staff and to ensure that these barriers are addressed where possible.

## **Definition of Racism**

Racism is a form of bullying. It can be both (a) **institutional** and (b) **personal**. It can also be overt or subtle, intentional or unintentional.

### **Institutional 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

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be demonstrated subconsciously in subtle ways and Truro School recognises the need consciously to challenge such attitudes.

### **Personal 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 and racist “jokes”;
- Racist graffiti;
- Provocative behaviour such as wearing racists badges or insignia;
- Verbal abuse and threats;
- Incitement of others to behave in a racist way;
- Racist comments within the context of lessons.

## **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 its 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.
- All staff are required to promote racial equality and good race relations.
- Staff are expected not to discriminate on racial grounds and are expected to attend training or to read information provided, including about any changes to relevant legislation.
- Staff are expected always to challenge racist and geographically-biased attitudes and behaviour.
- Staff are also expected to be aware of the need to report suspicions of racism to the Head, Deputy Head Pastoral or the Assistant Head Pastoral at Prep.
- The appropriate managers are expected to make visitors and contractors aware of and comply with the school’s Anti-Racism Policy.
- Where appropriate the School will be prepared to contact the police if a racial crime has been committed and will report incidents to MARU, where appropriate. The school will share reports of racist incidents with the local authority when requested.

## **Action by the School when racism is suspected or reported**

Alleged incidents of racism should be investigated in line with our Positive Behaviour and Values Policy. We have Incident Report Forms, Witness Report Forms and also Racist Incident Forms which can be used to help systematically record incident details as the first part of an investigation.

If an incidence of racism is suspected, the procedures for investigations of “serious offences” in the School’s Positive Behaviour and Values Policy should be referred to and followed (for example, “discriminatory or derogatory language (including those of protected characteristics listed in Equality Act 2010”); This means that the investigation shall be referred to the Deputy Head (Pastoral), Deputy Head at Prep another Deputy Head or Assistant Head at Prep or the Senior Pastoral Lead who will then lead the investigation.

The Deputy Head (Pastoral) or Deputy Head of Prep will then decide the appropriate sanction with the Head.

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

- an official warning from the Deputy Head (Pastoral) or Deputy Head of Prep after a proper apology has been made;
- the starting point of at least a Level 4 behaviour consequence will be applied;
- exclusion from certain areas of school premises and life (such as co-curricular activities);
- in serious cases or where there is repeated racism, a level 5 behaviour consequence may be applied ie. 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.

It is important that the victim of the racist incident feels heard and respected through the outcome of any disciplinary measures taken. 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 our response to bullying in general.

If a concern about racism concerns a member of staff or volunteer, the following steps should be taken depending on whether the person reporting is a member of staff, a pupil or parent.

- Staff, volunteers should report their concern to their line manager or the HR Director;
- Pupils should report their concern any member of teaching staff;
- Parents should follow the School Complaints Policy.

### **Further information**

Further information on racism can be found at these Government websites:

- The Race Relations (Amendment) Act 2000: [Race Relations \(Amendment\) Act 2000 - Explanatory Notes \(legislation.gov.uk\)](#)
- The Equality Act 2010: [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](#)
- The Equality Act 2010 and schools : [Equality Act Advice Final.pdf \(publishing.service.gov.uk\)](#)
- Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism; [Show Racism the Red Card](#)
- Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools; [About Us | Kick It Out](#)
- 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; [Anne Frank Trust UK](#)

### **Implementing and Reviewing this Policy**

- 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 will be made aware of the policy as part of the Anti-Bullying Policy, a summary of which appear in their pupil information booklets which are updated each year.