



Anti-Racism Policy

“A racist incident is any incident which is perceived to be racist by the victim or any other person”
(Macpherson, 1999).

This policy outlines the duties of the Governing Council in relation to the Race Relations (Amendment) Act 2000.

It outlines the responsibilities of the Head and staff regarding 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 Bishop’ Stortford College’s continued commitment to anti-racism.

The policy was drafted by the Senior School Deputy Head (Pastoral) in conjunction with Mrs Pauline Mullender, the College Safeguarding Governor, the Diversity Project working party, the Senior School Diversity Ambassadors, Pupil Council, and some members of the parent body.

Introduction and Key Principles and purpose of this Policy

Racism is not tolerated at Bishop’s Stortford College.

Bishop’s Stortford College is an anti-racist establishment and is committed to addressing racism in any form. All pupils at the College have the right to be treated with respect and to feel safe regardless of their individual ethnic background and identity. Everyone has the right to receive their education and work, in an environment which is free from humiliation, oppression, stigmatisation or abuse on racial grounds while embracing their unique identities. It is widely recognised that racism has a serious impact on mental health, wellbeing, personal and academic achievement. It can also leave a legacy of trauma and PTSD. Parents and pupils should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with, in an unbiased way, adhering to Bishop’s Stortford College policies. Through clear communication and transparency, all processes in these investigations will be shared (where possible) with all parties. Help and support will be given to all involved.

As stated in the Equality Policy, Bishop's Stortford College recognises its role and responsibilities in providing equal opportunities for every member of the school community irrespective of class, gender, sexual orientation, race, or disability (Public Sector Equality Duty) [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](#).

Racial equality is central to the ethos and core values of Bishop's Stortford College. To establish and maintain this, the College commits to:

- 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 or abuse.
- Regard all racial incidents as a serious matter. Any example of racism by a member of staff will be referred directly to the relevant Head in each section of the College.
- 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, Bishop's Stortford College recognises the general duty of its Governing Council under the Race Relations (Amendment) Act 2000:

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

Links to other relevant policies

- Safeguarding Policy
- Equality Policy
- Behaviour Policy
- Anti-Bullying Policy
- Mental Health and Wellbeing Policy

Development and Review

This policy is reviewed annually in collaboration with the staff, the Governing Council, pupil leaders (Pupil Council and Diversity Ambassadors), and parents/carers to ensure that a wide range of voices are heard and that statutory requirements are fulfilled. Interim reviews of the policy will take place, when necessary, with a reflective and critical stance. This policy is available on the College website.

Unacceptable racist acts include and are not limited to:

- Direct physical assault or threat of it.
- Inciting racism in others.
- Behaving in a racist manner and treating others less favourably based on race.
- Racist name-calling or racist joke-making.
- Any verbal, behavioural or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory or negative attitudes towards stigmatised or culturally marginalised groups, also known as microaggressions.
- Expressing prejudices or deliberate misinformation on racial or ethnic distinctions.
- Distributing racist literature.
- Writing or expressing provocative slogans or catchphrases.
- Refusal to cooperate with other people because of their ethnic origin.

Action:

- All forms of racial abuse by a person within the College are treated seriously.
- All racist incidents are logged on the Serious Sanction Log as racist.
- The incident is fully investigated, with written statements taken from the victim, alleged perpetrator and eyewitnesses and stored on file.

- All incidents of racism should be reported to the Deputy Head (Pastoral) and Head of Year.
- All racist incidents will be investigated by a member of the pastoral team.
- Parents of all involved will be contacted and informed.
- Should a pupil be sanctioned because of the incident, this will be noted on the Serious Sanctions Log and all actions logged.
- It will always be made clear to offending pupils that such behaviour is unacceptable and will not be tolerated at Bishop's Stortford College.
- 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 as a Racist Incident and, if necessary, reported to an appropriate agency, e.g. police housing).

Response to racism at Bishop's Stortford College

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 also critical to ensure there is understanding and reflection.

- Sanctions can and do include, Head's detentions, fixed-term exclusions ('suspension') and in the most serious cases, Permanent Exclusion ('expulsion').
- In such serious cases it may be necessary to inform the police if a Hate Crime has been committed (e.g. serious physical assault).
- Regardless of context, fundamentally, the message should always be consistent and clear – racism is not tolerated within the establishment or its affiliates and must be reported and recorded.
- Bishop's Stortford College also uses the curriculum, especially PSHE, English, and History to educate young people about racism.
- Bishop's Stortford College uses restorative sessions or involved parties.

Leadership, Management and Governance

The Governing Council is responsible for:

- Ensuring the College complies with the Race Relations legislation and ensuring that this policy is implemented.
- The Governing Council does not allow racism to take place at Bishop's Stortford College, and that any incident of racism that do occur are taken very seriously and dealt with appropriately.
- The Governing Council monitors the incidents of racism that occur and reviews the effectiveness of the school policy on an annual basis.
- The Governing Council requires the College 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 Council ensures that Senior Staff respond immediately to any request from a parent to investigate incidents of racism.
- In all cases, the Governing Council ensures the relevant Head has investigated the case and to report back to a representative of the Governing Council.

The Head of each section of the College 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 adequate and appropriate training and support.
- Taking appropriate action in any cases of racial discrimination.

All staff are responsible for:

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

Diversity Project

A team of staff from across the College (PP, PS, SS and CPS) meet half termly to review policy and practice. We view this as an ongoing journey and use annual feedback surveys from staff and students to inform inset training, PSHE sessions, pastoral intervention, and curriculum reviews. We

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Next review: 2025

Responsibility: DSL

also engage with the parent body and wider community in aiming to eradicate any form of racism at the College.

Useful Links and Resources

[Diverse Educators](#)

[ACEN – African Caribbean Education Network \(aceducationnetwork.com\)](#)

[FLAIR: Your Race & Ethnicity Data Partner | Strength in Numbers - Flair \(flairimpact.com\)](#) [Racism & Mental Health | Guide For Parents | YoungMinds](#)