



Gosfield School Anti-Racism Policy

INTRODUCTION

Gosfield School is committed to promoting an environment that promotes the spiritual, moral, cultural, mental and physical development of all its students and prepares them to develop a society which is based on mutual respect and understanding. It is therefore important that as a school no one is made to feel different due to their colour, culture, origin, gender or religious beliefs. It is hoped students lead positive lives and aspire to reach their full potential. Gosfield School has a zero-tolerance approach to prejudice based and discriminatory bullying this policy should be used with our Anti Bullying Policy.

SCOPE OF THE POLICY

This policy applies to all employees, Parents/Guardians, students and staff who play an important role in supporting the whole school in maintaining high standards of behaviour, expectation and responsibility. It is essential that school and homes have consistent expectations of behaviour and that they cooperate closely together. The Equality Act 2010 (Amendment) Regulations 2023 introduced a public sector equality duty. All schools must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- prepare students for life in modern Britain - Social, Moral, Spiritual & Cultural curriculum (SMSC)
- teach the Relationships & Sex Education (RSE) curriculum- there is a statutory duty on schools to ensure students are equipped to deal with all aspects of modern life, including having an awareness and understanding of British law

This duty covers the 'protected characteristics' which includes race and religion or belief. Under the public sector equality duty, schools must act if they are aware of the use of racist language or language which targets students or school staff because of their faith.

Involving parents and students ensure both are clear about the part they can play to prevent racism, including when they find themselves as bystanders. We treat all our students and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Racism is addressed across the curriculum for example in PSHEE, Religious Studies, Assemblies and the Tutor Programme.

DEFINITIONS

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

Institutional racism:

- *The Stephen Lawrence Inquiry Report (The Stephen Lawrence Inquiry, by Sir William Macpherson, published 24 February 1999 from the Home Office)*
- 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 Gosfield School recognises the need consciously to challenge such attitudes.

Through the curriculum in PSHEE, Religious Studies, Assemblies and the Tutor Programme, we raise awareness and teach students about respect and tolerance and kindness. We offer support from the Pastoral staff including the Tutor, Heads of Section, and the Head of House, students often find support in their peers, School Captains and Prefects also play a key role in supporting students and monitoring interactions.

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 racist badges or insignia.
- Verbal abuse and threats.
- Incitement of others to behave in a racist way.
- Racist comments within the context of lessons.
- Racist comments within the context of social media and online platforms.

Gosfield 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 students 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 students and staff and to ensure that these barriers are addressed where possible.

PRINCIPLES

Gosfield School is an anti-racist establishment and is committed to addressing racism in any form and will not tolerate it. Students will be encouraged to celebrate the world as it is and as we would like it to be. Through a well-balanced, objective and sensitive curriculum student will avoid omissions and misrepresentations of historical, cultural and racial differences and experiences.

Our students will know and understand, from an early age, what constitutes a racist remark or action and why it is offensive; to use the correct name to describe their language and be confident to speak, hear or read in their home language in school; to learn not to use their own language to deliberately exclude other students. Our students will know to accept and to respect names from other cultures.

PROCEDURE

The Board of Governors, with the assistance of the Principal and SLT, 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 Principal 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 need to be investigated and recorded. These are recorded within the Anti Bullying Log the DSL will also be made aware.
- 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 by the Principal 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 Principal, Vice Principal, Head of Prep or Assistant Principal Pastoral.
- Where appropriate the School will be prepared to contact the police if a racial crime has been committed.

GUIDELINES FOR STAFF

Students' names will be accurately recorded and correctly pronounced.

All staff in our school takes all forms of racism seriously and intervenes to prevent incidents from taking place. We attempt to support all children in the school and through our actions, establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of racism.

We recognise that the behaviour of all staff in the school will be seen by children as model behaviour, therefore it is imperative that all staff behaviour demonstrates tolerance, understanding and care towards all children and high-quality professional relationships with all adults. We show equal regard for all, and our interactions are free from intimidation.

SUPERVISION

All staff have a responsibility to be alert to signs of racism during breaks and lunchtime. All incidents involving intimidation, violence and social exclusion that are reported by a child to a member of staff must be referred on to the Assistant Principal Pastoral, Head of Prep, or the Pastoral team. If staff have evidence that racism is going on, then acceptable intervention will be taken to immediately stop such an event; and the Pastoral Team must be informed, and the incident must be investigated and logged in the Serious Misbehaviour Log.

Staff should be aware of the language or dialect spoken by students and their families.

- All people must feel that their language or dialect is valued.
- All people must be aware of the use of racist connotations in the language they themselves use.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- The help of parents in school will be welcome irrespective of their racial or cultural backgrounds.
- Parents, staff and students will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays.
- The variety of cultural groups will be evident in the morals, stories and information offered to children and will be obvious in displays around the school.
- Racist symbols, badges or insignia on clothing or bags are forbidden in school.
- Racist graffiti should be immediately reported so that it can be removed.
- Staff and students will have access to accurate information about the similarities and differences of cultural groups.
- In all staff appointments the best candidate will be appointed based upon strict professional criteria.
- The school follows its Admission Policy which does not permit race or colour to be used as criteria for student admission.

ACTION

Alleged incidents of racism should be investigated in line with our Behaviour Policy. We have Student Statement Forms, which can be used to help systematically record incident details as the first part of an investigation. If an incidence of racism is proven, the Assistant Principal Pastoral who is the Designated Safeguarding Lead will need to be informed. The Principal will decide the appropriate sanction once the facts have been presented.

Possible disciplinary action by the school

- An official warning from the Assistant Principal Pastoral/ Vice Principal after a proper apology has been made in writing to the victim. This may also include a formal verbal apology if all parties agree. All incidents are recorded on the MIS Bromcom profile of the individual, and where a sanction given is that temporarily excludes a student this is recorded on the Serious Misdemeanour Log.
- An internal sanction will be given if the matter is an isolated incident and is not a repeat offence, this may include exclusion from certain areas of school premises and life (such as co-curricular activities). The student may be internally isolated supervised by senior members of staff to allow time for the victim to adjust for the perpetrator to reflect. During this process restorative conversations will take place.
- In serious cases or where there is repeated racism, exclusion (temporary) from the school for a fixed term will take place. A formal meeting with parents will be held and the incident discussed, the Principal will decide on the length of the exclusion considering previous actions. A reintegration meeting attended with parents is required on their return to school.
- Continued racist behaviour will be incompatible with staying at the school and permanent exclusion may be used in such cases, such a decision can only be made by the Principal or the Vice Principal in the absence of the Principal. This requires a formal meeting with parents and appropriate members of the Pastoral team. Governors are informed.

It is important that the victim of the racist incident is made to feel happy with 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.

Please see the school's Anti-Bullying Policy for further details about our response to bullying in general.

All forms of racial abuse by any person within the school are treated seriously.

Signed  Date 4/9/25
Principal

Date of next review: September 2026

