



Anti-racism Policy

The School Community

Royal Russell School is an independent day school for pupils aged 3-18 years and is a company limited by guarantee with charitable status. We welcome students from all faith backgrounds and none; we encourage all students to reflect on spiritual, moral and social questions and our approach is influenced by our Christian ethos and tradition. The school community is made up of children, staff, parents, other employees, guardians and governors from many different races, creeds and backgrounds.

Statement

All governors, members of staff, all pupils, all parents and members of the wider Royal Russell community must understand that racism will not be tolerated at the School.

At Royal Russell School we understand and take seriously our responsibility as educators to ensure that we promote the message of inclusion, embracing equality, diversity and being actively anti-racist in our curriculum, our ethos, our teaching and in all areas of Royal Russell 'life'; we understand the need to address in meaningful and sensitive ways all of the issues that young people face in these areas.

Royal Russell is a Family School and we strive to provide an inclusive and tolerant environment in which the wellbeing of every young person comes first and, in so doing, we aim to embrace and support our whole community.

We are a community that has always sought to promote and support a deeper understanding of inclusion and anti-racism, but we also understand that we can and should do more. This includes a commitment to increase the racial diversity of our curriculum.

We must also equip our students with the knowledge and skills to meaningfully reflect on the most difficult concepts such as accepting diversity and countering entrenched racism. As educators, we want to work hard to better understand the issues at hand and make changes that will be genuinely impactful.

In summary we will:

- challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- make sure that all students and staff are encouraged and supported to achieve their full potential;
- 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;
- prevent direct and indirect, overt and covert discrimination on grounds of race or geographical origin
- assist in the identification of possible barriers to equality of opportunity for students and staff and ensure that these barriers are addressed where possible.

Understanding and tackling Racism

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

intentional or unintentional.

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

b. 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.

Alleged incidents of racism will be investigated by following our Behaviour and Discipline Policies.

If an incidence of racism is proven, the Deputy Head / DSL will need to be informed, so that a thorough investigation can take place and the Deputy Head can decide the appropriate sanction with the Headmaster.

If the Headmaster considers that a hate crime has been committed, he will report the incident to the police:

<https://www.met.police.uk/advice/advice-and-information/hco/hate-crime/>

Possible disciplinary action by the school would include, but is not limited to:

- parents informed and an official warning issued from the Deputy Head after a proper apology has been made;
- an after school detention;
- a Headmaster's detention on a Saturday morning
- a fixed term exclusion from the school
- repeated or extreme racist behaviour is incompatible with our School values and permanent exclusion may be used in such cases.

In all cases a record of the incident will be kept on file and the perpetrator will be offered appropriate training in order to improve their understanding of the serious nature of their actions.

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

See the School's Anti-Bullying Policy for further details about our response to bullying in general.

This policy should be read in conjunction with the School's:

- Anti-Bullying Policy;
- Safeguarding and Child Protection Policy and KCSIE;
- Staff Code of Conduct

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