Southam College
Anti-racism Policy

2026/27

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Principles

Southam College is committed to addressing racism. We expect all students at Southam College to find it a safe and welcoming place where they are able to achieve success and are treated with respect, irrespective of their ethnic background and identity. Parents, students and staff should feel confident to report racism and know there will be a thorough investigation and that help and support will be given to all involved.

This policy should be read in conjunction with our Equality, Diversity and Inclusion Policy, SMSC Policy, Behaviour Policy and Anti-Bullying Policy.

Under Section 71 of the Race Relations (Amendment) Act 2000, Southam College has a legal duty to "eliminate unlawful racial discrimination and promote equality of
opportunity, and good relations between persons of different racial groups".

Southam College will:

- Challenge racism in all forms
- Keep a formal record of all racist incidents
- Support victims of racism
- Ensure students know how to report racism
- Regard all racist incidents as a serious matter
- 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 and racial literacy
- Ensure that all students 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 students to acquire the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism they may come across in their lives
- Teach acceptance, understanding and value of cultural diversity across all subjects in the curriculum
- Embed diversity in the curriculum and review this regularly

Unacceptable racist acts:

- Direct physical assault or threat thereof
- Inciting racism in others
- Treating others less favourably on the basis of race or religion
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate misinformation on racial or ethnic distinctions
- Expressing racist views online
- Distributing racist/inflammatory literature/views (including via social media)
- Writing or expressing provocative slogans or phrases, including online
- Refusal to cooperate with other people because of their ethnic origin or culture
- Microaggressions and remarks promoting stereotypes and over-generalisations, intended to undermine the self-worth and confidence of students from different ethnic backgrounds

Actions:

- All incidents of racism are treated seriously and all actions will be in line with the school's Behaviour Policy
- Reported incidents will be fully investigated by the appropriate pastoral or senior leader, with written statements taken from all relevant parties
- Racist incidents will be logged on the appropriate platform depending on the seriousness of the incident
- Parents will be contacted and informed of any serious incident where appropriate
- Appropriate sanctions and consequences will be recorded and may be reported to the police
- Victims who have reported racism will be kept informed, be made aware of consequences and supported
- Governors will be regularly informed as part of the Behaviour audits they conduct at the Pastoral and Welfare Committee.
- If there is a concern with a member of staff, the protocol for the staff Code of Conduct will be followed

Response to racism at Southam College

It is important that sanctions of 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 vital to ensure there is understanding and reflection and we are committed to continuously develop our practice in this field through our Personal Development Curriculum

- Sanctions may include detentions, parent meetings in school, behaviour plans, report cards, internal exclusion, suspension and permanent exclusion
- In serious cases it may be necessary to inform the police if a Hate Crime has been committed (e.g. a racially motivated serious physical assault)
- In every case, the message is always consistent and clear – racism is not tolerated and must be reported and recorded appropriately
- Southam College uses the curriculum to educate young people about racism (during our centrally planned registration programme and as part of Character and Culture, History and Philosophy and Ethics lessons).
- Southam College offers mediated, restorative sessions where parties are willing to participate

Leadership, Management and Governance

The Governing Body is responsible for:

- Ensuring the school complies with the Race Relations legislation; and ensuring that the policy is implemented
- The Governing Body monitors the incidents of racism that occur, and reviews the effectiveness of the school's policy on an annual basis
- The Governing Body requires the school 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 Body responds to parental requests to investigate incidents of racism by delegating this to the appropriate senior or pastoral leader via the Headteacher

The Headteacher 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 training and support
- Taking appropriate action in any cases of racial discrimination

All staff are responsible for:

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

Embedding anti-racism

Southam College strives to ensure the culture of the school is anti-racist, accepting and promotes equality:

- Anti-racism training for all staff including to be racially literate and develop the use of positive anti-racist language and awareness
- Consultation with parents and students
- Provide a diversified curriculum where students see themselves represented and where cultural and religious identities of all students are positively affirmed and this should be reviewed regularly
- Use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences
- Monitor that learning resources do not reinforce negative stereotypes of ethnic minority groups
- Ensure all students have equal access to the curriculum, including those for whom English is an additional language (EAL)
- Monitor student sanctions, suspensions and exclusions by ethnicity and consider any patterns in the data and what actions need to be taken
- Ensure that religious and cultural differences are fully recognised in meeting the needs of all students