

Anti-Racism Policy



Caerleon Comprehensive School: Anti-Racism Policy

Why do we need this policy?

As a school we accept that we live in a society where sadly people can exhibit racist behaviour. We are committed to Welsh Government's pledge to create an anti-racist Wales by 2030. Caerleon Comprehensive School seeks to be an anti-racist institution.

At Caerleon Comprehensive School we are committed to everyone having the right to attend school in a safe environment and an environment that is free from the threat of intimidation, harassment and abuse. The following statement taken from our strategic equality plan and our prospectus supports our vision in becoming an anti-racist school:

It is very important to us at Caerleon Comprehensive School that we support and celebrate our diverse community. We want the best for every student and pay due regard to every students' ethnic background, religious beliefs, gender, sexual orientation, disabilities and socio-economic situation. We have an equitable approach to supporting our students at Caerleon Comprehensive to maximise their potential. We aim to fulfil our Strategic Equality Plan by placing significant emphasis on the targets in this plan, through their inclusion in our School development Plan. Caerleon Comprehensive School is committed to becoming a truly inclusive school. We are anti-racist and we will not tolerate any form of prejudice or discrimination in relation to any of the protected characteristics. Caerleon Comprehensive School is dedicated to providing an education and a community that supports the flourishing of people from every background.

How do we define a racist incident in our school?

A racist incident is that which is perceived to be racist by any member of our community. If any member of our community perceives an incident to be potentially racist, then it will be investigated as such.

How should potential racist incidents be reported?

Student should report potentially racist incidents to:

- 1) Any teacher or member of school staff, for example our Pupil Assistance Leads (PALS). The staff member will then report the incident via Classcharts and email the Head of Year concerned, and the incident will be dealt with according to the protocols detailed further in this policy.

Parents/carers/members of the community should report potential incidents to:

- 2) The Head of Year. The Head of Year will then report the incident via Classcharts and it will be dealt with according to the protocols detailed further in this policy.

If someone is concerned about a member of staff in relation to a potential incident of racism:

- 3) If any member of the community is concerned about the conduct of a staff member in relation to potential racism, their concern should be reported directly to the Headteacher (or the Deputy Headteacher in case of the Headteacher's absence). Incidents involving staff conduct are dealt with using separate protocols and policies in line with Newport City Council procedures.

Protocols for dealing with a potential racist incident involving students:

- Once all the information is received regarding a potential racist incident, staff will look at the Classcharts entry in relation to the incident and may speak to the member of staff/students who reported the incident in more detail, to ascertain the facts.
- Statements will be taken from all parties involved, including witnesses. Parents/carers of all parties will be contacted and be liaised with at each stage of the process.
- Sanctions will be given to all relevant parties, in line with our conduct code, if the allegation is confirmed, to ensure they understand the behaviour will not be tolerated and is unacceptable.
- The school has a duty to record any behaviour related to protected uncharacteristics, eg a perceived/one off incident around race or a bullying incident around race. This information is collated and shared with the Governing Body.
- Our focus after a sanction is given is to educate students who have been racist. This could be through:
 - 1) Discussion with parents/carers
 - 2) Work with the Form Tutor
 - 3) Through our health, wellbeing and PSE programmes
 - 4) Liaison with external agencies who can offer support and education
 - 5) Restorative sessions could be offered to students involved in incidents, depending on the nature of the incident and the wishes of students/families.

It is important to read our Anti Racism Policy in conjunction with our Strategic Equality Plan, The Conduct Code and our Anti-bullying Policy.

If any member parent/carer is unsatisfied with the way a racist incident/perceived racist incident has been dealt with, please review our complaints policy, which can be found on our website.

Policies Equality Statement

At Caerleon Comprehensive School, we serve a diverse community and take account of a wide range of needs. In accordance with the Equality Act (2010), our policies and learning and teaching strategies fulfill our duty to serve people according to their needs and promote equality. In order to embed fairness in all aspects of school life, we take account of equality as we formulate, develop and update school policies and plans.

Our vision and values promote inclusivity and equality and tackle discrimination. We have high expectations for all our pupils and staff. Our equality statement is guided by core principles:

- All learners are of equal value;
- We recognise and respect difference;
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment, retention and staff development;
- We aim to reduce and challenge barriers to equality at every opportunity.