

Brentside High School



Anti-Racist Policy and objectives

Review date	December 2026
SLT responsible	SNa

The policy has been shared with Professional Association Representatives.

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1. Aims

Brentside High School is an anti-racist establishment and is committed to addressing racism in any form. Racism, in any form is not tolerated at Brentside High School. Our aim is to eliminate unlawful racial discrimination and to promote equal opportunities and good race relations in all areas of school life. The school anti-racist policy and practice help to identify, challenge and change those attitudes which lead to negative discrimination against people on the basis of their race, colour, nationality, culture, language or religion. At Brentside High School, we will respond to national and international changes and events where our children and staff are impacted.

All students and staff at Brentside High School have the right to be treated with respect and to feel safe with regard to their individual ethnic background and identity. They have the right to receive their education in an environment which is free from humiliation, oppression or abuse on racial grounds. Parents, students and staff should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with, and that help and support will be given to all involved.

At Brentside High School, we recognise the impact on mental health and wellbeing of our students and staff. As stated in the **Equal Information and Objectives Policy** Brentside High School recognises its personal role and responsibilities in providing equal opportunities for each and every member of the school community irrespective of class, gender, race or disability (as outlined in the Equality Act 2010 - Public Sector Equality Duty).

2. Definition of Racism

Our definition of racism is based on:

- The *Equality Act 2010* which offers protection from discrimination on the grounds of skin colour, nationality or ethnic origins. The Equality Act 2010 also prohibits discrimination on the grounds of religion or belief.
- The *Macpherson Report*: 'Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.'

3. Rationale

Achieving anti-racist education and leadership is central to the ethos and core values of Brentside High School. To establish and maintain this, Brentside High School is committed to being part of the **No Learner Left Behind Project**, and the seven priority areas identified by the **Ealing Race Equality Commission**:

- **Attainment** – Rapidly close the attainment gap for Black Caribbean, White and Black Caribbean, and Black Somali students.
- **Exclusions** – End the disproportionate rate of exclusions.
- **Curriculum** – Accelerate progress with changes to the curriculum.
- **Staff Training** – Make training for teachers on race equality and unconscious bias part of the core training.
- **Parents** – Empower parents to play an active role in their child's education.
- **Accountability** – Every school should have a lead for race and diversity who is identified to parents.
- **Leadership** – Increase the number of Black teachers in leadership roles.

Racial equality is central to the ethos and core values of Brentside High School. To establish and maintain this Brentside High School is committed in the following:

- 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
- Regard all racial incidents as a serious matter. Any example of racism by a member of staff will be referred directly to a member of the school's Senior Leadership Team
- 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 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 multifaith society
- Encourage students 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, Brentside High School recognises the general duty of its Governing Body, under the Race Relations (Amendment) Act 2000:

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

4. Unacceptable racist acts

- Direct physical assault or threat of it
- Inciting racism in others
- Behaving in a racist way and treating others less favourably on the basis of race
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Distributing racist literature
- Writing or expressing provocative slogans or catch phrases
- Refusal to cooperate with other people because of their ethnic origin

Action:

- All forms of racial abuse by any person within the school are treated seriously.
- All racist incidents will be logged in SIMs under the 'L4- Prejudicial behaviour – racism' tab. "A racist incident is any incident which is perceived to be racist by the victim or any other person" (Macpherson 1999).
- The incident is then fully investigated, with written statements taken from victim, alleged perpetrator and any eye witnesses and stored on file.
- All incidents of racism should be reported to the Assistant Headteacher in charge of the Key Stage.
- All racist incidents will be investigated by the Assistant Headteacher responsible of the Key Stage or Head of Year, or this may be delegated to the relevant SLT line manager.
- Parents of all involved will be contacted and informed.
- Should a student be sanctioned as a result of this incident- this will be logged separately as 'L4- Prejudicial behaviour – racism' on SIMs and all actions logged.
- It will always be made clear to offending students that such behaviour is unacceptable and will not be tolerated at Brentside High School.
- We recognise the potential for children with SEN and disabilities who might be disproportionately impacted by racial incidents without outwardly showing signs.
- 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 students, parents or carers, this should also be logged on SIMs as a Racist Incident and if necessary, reported to an appropriate agency (e.g. police, housing).

5. Response to racism at Brentside High School

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, internal isolation, fixed term suspension and in the most serious cases, permanent exclusion.
- In such serious cases it may be necessary to inform the police if a Hate Crime has been committed (e.g. serious physical assault).
- No matter what, the message is always consistent and clear. Racism is not tolerated and must be reported and recorded.
- Brentside High School also uses the curriculum, especially PSHE, Citizenship, Religious Studies, and History to educate young people about racism.
- Brentside High School also uses restorative sessions if all parties are willing to participate.

6. Roles and Responsibilities

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 does not allow racism to take place at Brentside High School, and that any incidents of racism that do occur are taken very seriously and dealt with appropriately.
- The Governing Body monitors any incidents of racism termly in full governing body meetings and reviews the effectiveness of the school 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 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.
- These responsibilities may be delegated to the relevant leader as defined in this policy.

All staff are responsible for:

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

7. Post - Black Lives Matter- George Floyd (2020)

In the aftermath of the unlawful killing of George Floyd and the subsequent Black Lives Matters marches, it has never been more important for all institutions to show their continued commitment to anti-racism. As a result Brentside High School are committed to the following:

- Appropriate training of all stakeholders to be racially literate and develop the use of positive anti-racist language and awareness, in order to create an environment which reflects that all people are equally valued and that no harassment will be tolerated.
- Use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences.
- Provide opportunities within the curriculum for students to recognise racism and to challenge negative stereotypes that underpin racism and racist attitudes.
- Monitor that learning resources do not reinforce negative stereotypes of ethnic minority groups.
- Make use of the curriculum, extra-curricular activities and assemblies to positively affirm the cultural and religious identities of all students and staff.
- Monitor the achievements of all students to make sure they are achieving according to their full capabilities, taking appropriate action where underachievement is identified.
- Ensure that teaching and learning styles provide equal opportunities for all students to achieve according to their full capabilities.
- Ensure that all students have equal access to the curriculum, including those for whom English is an additional language (EAL).
- Monitor student exclusions by ethnicity and consider any patterns data is showing and what actions need to be taken.
- Ensure that religious and cultural differences are fully recognised in meeting the needs of all students.
- Additional steps can be taken meet the needs of students. For example, 1 to 1 mentoring, or additional guidance in careers.

Development and Review

- This policy is regularly reviewed through the School's arrangements for policy review and self-evaluation.