



# Anti- Racism Policy

The Kassia Academy

**Last reviewed on:** March 2024

**Next review due by:** September 2024

## **IMPORTANT**

# **THE KASSIA ACADEMY WILL NOT TOLERATE ANY FORM OF ABUSE, RADICALISATION OR EXTREMISM TOWARDS CHILDREN OR YOUNG PEOPLE**

## **SECTIONS**

- SAFEGUARDING POLICIES CHILDREN AND YOUNG PEOPLE
- WORRIED ABOUT A CHILD/YOUNG PERSON
- EXTREMISM/RADICALISATION
- SAFEGUARDING/HEALTH AND SAFETY
- SPIRITUAL, MORAL, SOCIAL & CULTURAL (SMSC)
- RATIONALE
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- RACIAL HARRASSMENT
- CATEGORIES OF RACIST ABUSE
- BOOKS AND MATERIALS
- STAFF
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- SUPPORTING VICTIMS
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## **SAFEGUARDING POLICIES CHILDREN AND YOUNG PEOPLE**

The safeguarding policies are in place to help prevent children and young people up to 18 years of age being at risk of harm. The Kassia Academy advises the safeguarding policies are read in conjunction with each other. If you have any concerns or questions regarding policies, please refer to a member of the Senior Leadership Team.

### **WORRIED ABOUT A CHILD/YOUNG PERSON**

If you are worried about a child or a young person being at risk of harm please speak to the Designated Safeguarding Lead, Karl Hanna (DSL) or, in their absence one of the DDSL'S, Kirsty Cooper, Jo Taylor, Tracy Willcock or Emma Wilcox.

### **EXTREMISM/RADICALISATION**

All staff and Governors are to be familiar with the indicators of vulnerability to extremism and radicalisation and the procedures for dealing with concerns. Staff are made aware of the potential indicating factors when a child is vulnerable to being radicalised or exposed to extreme views.

These include peer pressure, influence from other people or the internet, bullying, crime and anti-social behaviour, family tensions, race/hate crime, lack of self-esteem or identity, prejudicial (damaging) behaviour and personal or political grievances.

Staff are to report any concerns to Designated Safeguarding Lead, Karl Hanna (DSL) or, in their absence one of the Deputy DSL'S, Kirsty Cooper, Jo Taylor, Tracy Willcock or Emma Wilcox.

The Kassia Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

At Kassia, we provide a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual child and we strive to provide this within our classrooms. All staff follow health and safety guidelines.

### **SPIRITUAL, MORAL, SOCIAL & CULTURAL**

Kassia work to prevent children and young people from developing extreme and radical views by embedding SMSC principles throughout the curriculum. During lessons, we strive to create a learning environment, which promotes respect, diversity and self-awareness and equips all of our children and young people with the knowledge, skills, attitudes and values they will need to succeed in their future lives.

For more details, /information on Safeguarding, refer to the following documents:

Keeping Children safe in education 2023 (statutory guidance for schools and colleges)

- Working together to safeguard children
- Guidance for safer working practice for those working with children and young people in educational settings
- Safeguarding & Child Protection Procedures (The Kassia Academy)

**Important: Please refer to the list of safeguarding policies on The Kassia Academy website, which includes specific Safeguarding/Child Protection issues towards children and young people.**

## **Rationale**

The main objective at The Kassia Academy is to prepare children and young people to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance, respect and co-operation. We want every child to reach its full potential in a happy and safe environment. This policy applies to all forms of discrimination based on a person's colour, origin or culture.

## **Aims**

The Kassia Academy aims to provide a secure and welcoming place for all children & young people in which each person is valued with high self-esteem. We aim to encourage the development of the whole child - body, mind and spirit, providing equal opportunities for all. This is our policy for dealing with all forms of racist behaviour; where racist language, attitudes and behaviour are positively challenged. Staff and children feel confident and able to question the use of stereotypes and prejudices. In light of this, racism in any form will not be tolerated. We promote the right to be treated fairly and the right to feel safe.

## **Racial Harassment**

Racial harassment is any hostile or offensive action against individual or group because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse.

Categories of racist abuse:

### **Verbal**

- Derogatory name-calling
- Insults and racist jokes
- Insulting slurs
- Persistent teasing
- Ridicule of an individual for cultural differences e.g. food, music, dress etc.

### **Physical Assault**

- Hitting or kicking
- Spitting
- Taking belongings
- Threats of violence

### **Indirect**

- Exclusion from activities and refusal to co-operate
- Humiliation
- Spreading nasty rumours
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia
- Bringing to school racist materials such as leaflets, comic or magazines
- Incitement of others to behave in a racist way
- Racist comment within class discussions
- Attempts to recruit others to racist organisations and groups

Such behaviours can severely affect a child's ability to learn effectively and the effect of harassment can remain with a person throughout their life.

## **Legal Context**

The Race Relations Act 1976 requires Local Authorities to ensure that the provision of education is carried out with "due regard to the need"

- To eliminate unlawful discrimination
- To promote equality of opportunity and good relations between persons of different racial groups.
- Intentional harassment is now an offence under The Criminal Justice and Public Order Act 1994.
- A person is guilty of an offence if, with intent they:
- Use threatening, abusive or insulting words or behaviour, or
- Display any writing, sign or other visible representation that is threatening, abusive or insulting, thereby causing that, or another person, harassment, alarm or distress.

The Kassia Academy is committed to equal opportunities for all and is opposed to all forms of racist prejudice and unfair discrimination.

## **Curriculum**

The curriculum is a strong means of addressing racism and promoting equality of opportunity for all children. Within every school experience, racist attitudes, misconceptions and stereotypes are discussed, challenged and addressed.

The 'British Values' are reflected in all we do at The Kassia Academy and is reflective of the fact that British society is one that is both multi-ethnic and culturally diverse.

The 2014 National Curriculum states that schools must *'offer a curriculum which is balanced and broadly based and which: Promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and Prepares pupils at the school for the opportunities, responsibilities and experiences of later life.'*

## **Ethos**

Our ethos is one of respect for all people within our world. All staff and Governors undertake Prevent training to ensure they are fully aware of potential situations that could be detrimental to the ethos of our school.

## **Books and Materials**

We will select text and materials that take into account appropriateness in today's multi-cultural society.

We will not use any book with myths and stereotypes on which prejudices and hatred feed.

Materials in school will be examined for racist bias and either withdrawn from use or used as a resource to promote discussion on racism and racist content. Positive steps are taken to ensure good practice with regard to the purchase of books and resources, which reflect the multi-racial and culturally diverse society in which we live.

## **Staff**

The Head of School will draw the attention of all staff to issues of racism by:

- Putting the issue of racial harassment on the safeguarding agenda for discussion if there has been a highlighted concern.
- Examining school practices and procedures to tackle racism. Drawing upon the advice and experience of others, including other schools and those with specialist knowledge and experience.
- Agreeing to common strategies to improve our learning environment.

## **Training**

All staff undertake Prevent Training to raise awareness.

## **Supporting Victims**

At The Kassia Academy, we will:

- Give immediate reassurance and support.
- Ensure a member of the Senior Leadership Team explains the schools' zero tolerance policy towards any form of racism.
- Give opportunities for the child to express their own concerns and feelings.
- Provide the opportunity to discuss the incident with the school's Family Liaison Officer.
- Support from external agencies can be sought in cases of repeated racist incidents.
- Parents of children who express racial extremities will be notified.
- All staff will be ready to discuss and follow up the child's and/ or parental concerns.
- Follow the school's behaviour and discipline policy as refer to the anti-bullying policy as necessary.

## **Dealing with the Perpetrators**

All Categories mentioned before will result in the following actions being taken:

- Report to Head of School or Deputy Head of School where they will explain the reasons behind the school's policy for zero tolerance towards anti-racism.
- No member of staff will ever ignore any form of verbal abuse in the school.
- The Head of School or Deputy Head of School will investigate the incident and will record and monitor conversations.
- Any incident of racist abuse, no matter what form, will be recorded on CPOMS and parents will be contacted.
- In the case of a very young child making racist remarks, a discussion will take place with the child and parent. It is for the Head of School to decide on the innocence of the remark.

## **Monitoring and Reporting Incidents**

Staff to report all incidents to the Head of School or Deputy Head of School. All incidents are recorded on CPOMS and on the appropriate incident form. Incidents are included in the Head of School's report.

## **Members of Staff**

A whole school anti-racist policy will be fully effective if every teaching and non-teaching member of staff understands the policy and is committed to implementing it.

Staff **must** lead by example:

Racist behaviour must be regarded as unprofessional and therefore a disciplinary offence.

Where a child, parent or member of staff is racially abused by another member of staff, the following procedure will be followed:

Known incidents reported to the Head of School. The Head of School will seek to resolve the issue.

In cases where the parents or children are not satisfied with the actions taken by the Head of School, they should be informed of their right to make a formal complaint to the Chair of Governors.

The Chair of Governors will investigate the case and will take appropriate action following the complaints policy.

Racist behaviour by any member of staff would be considered as gross misconduct and the person concerned subject to disciplinary action.

The school will make the complaints procedure known to all children and parents and available on the school website.

In a case where a member of staff is racially abused by any child, parent or other member of staff, the complaint should be dealt with using the disciplinary procedure.

# Racism Form

The Kassia Academy Record of Bullying/Racism Form	
Is the incident bullying or racism?	
Name of pupil(s) causing risk:	
Name of pupil(s) at risk:	
Name of person recording the concern:	
Date recorded:	
Details of the incident including who reported it. Include as much information about who was involved and what has happened.	
Plan of action to reduce further risk. Use checklist as a guide.	
Log incident(s) on behaviour watch.	Speak to other pupils to gather information.
Speak to pupil at risk	Agree action with pupil at risk
Speak to pupil(s) causing risk	Agree action with pupil(s) causing risk
Inform parents/carers, arrange meeting	Inform governors
Inform staff	Refer to an agency
Change of timetable/lunch/break/arrangements	Refer to safeguarding officer
Restorative Justice	Involve police.
Dates of review:	
Outcome of follow up and any further action taken:	



## **CONNECTING POLICIES FOR SAFEGUARDING PURPOSE**

If you are worried about a child or young person (in relation to issues listed below) or have any concerns or questions regarding Child Protection, refer to Karl Hanna the Designated Safeguarding Lead, in his absence any one of the DDSL'S, Kirsty Cooper, Jo Taylor, Tracy Willcock and Emma Wilcox.

The Kassia Academy believes it is very important that all the Safeguarding Policies be read in conjunction with one another to quickly identify and take any necessary and appropriate action to help prevent children and young people up to 18 years of age being at risk of harm.

### **MORE INFORMATION VISIT:**

- NSPCC.org.uk:
- TES
- NSPCC safeguarding:
- GOV.UK
- Keeping Children Safe in Education 2022

### **SAFEGUARDING CONNECTING POLICIES**

- Situated on the Kassia Academy Website: [www.tkas.org.uk](http://www.tkas.org.uk)
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### **SAFEGUARDING AND CHILD PROTECTION PROCEDURES**

The Safeguarding Policies are up-dated yearly or as necessary depending on new statutory guidance or legislation.