



Norwich Road Academy

Anti-Racism Policy

Date of policy	1.9.2025
Member of staff responsible	Julia Miles
Review Date	Autumn 2027

Intent

We want to ensure that that our school community is a place where all our children, and our wider school community, feel safe, seen, represented and listened to. We want to make the world a more equal and fairer place for all. We challenge prejudice, including racism, in all its forms.

All members of the school community (staff, pupils, parents, carer and visitors) *have a right not to experience racism* at school, whether or not this is directed at them. Norwich Road Academy values all children and seeks to ensure that they learn that being kind and challenging hurtful behaviour, or discrimination, is an important part of our ethos.

Racism is evident in wider society and therefore inevitably will occasionally occur within schools. Racist incidents can occur in any school setting, including this one.

At Norwich Road Academy, we work actively:

- To develop a climate which is intolerant to racism.
- To ensure an atmosphere in which all pupils feel valued and listened to and have confidence that their concerns will be addressed.

Implementation

Pupils are taught about racism, that it is unacceptable and that it diminishes us all. This will not only be taught explicitly in Life Skills lessons, but through our wider curriculum and in the ensuring that our resources and educational environment are representative.

What is racism?

Racism, as defined by the Oxford Dictionary, is, 'Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.' This could mean when someone is discriminated against (or singled out) because of their race, the colour of their skin, their nationality, their accent or first language, or their ethnic or national origin. However, this is an explanation of a complex issue.

Other examples could include:

- Making fun of someone's name
- Making jokes about someone's culture (eg. Food, clothing, scents, where they live)
- Commenting about someone's hair and/or asking to touch it.

As a school we aim to recognise and value diversity by ensuring that:

- All pupils have an equal and strong sense of belonging within the school community.
- Racist incidents are dealt with effectively and are minimal.
- Pupils from different ethnic and faith backgrounds mix and get on well with each other.

What is a racist incident?

Schools are required to use the following definition for recording and responding to racist incidents:

“Any incident which is perceived to be racist by the victim or any other person”.

This definition is from recommendation 12 of the Stephen Lawrence Inquiry.

The Home Office Code of Practice explains that, "The purpose of the definition ... is to ensure that investigations take full account of the possibility of a racist dimension to the incident and that statistics of such incidents are collected on a uniform basis".

In recording incidents under this definition, it is not the intention to label individuals as racist.

By recording all incidents the school is able to:

- Demonstrate that they have dealt satisfactorily with incidents.
- Monitor trends and patterns of behaviour if they exist.
- Take preventative action against racism which may come into the school from society in general.
- Provide good educational responses to any behaviour that is of concern.

Consequently, any incident which is perceived by anyone to be racist will be investigated, recorded and monitored as such. This designation does not necessarily mean that racism has occurred.

In investigating any incident as defined above, the school will be seeking to establish whether any behaviour, language or expression has occurred which has caused harm or offence in relation to colour, culture, ethnic group or religion. In some incidents it may be found that the motivation was to cause harm or offence, in others it may have been unintentional, but both would still be recorded.

Intentionally racist behaviour will be dealt with differently to unintentional incidents. For example, younger pupils may unwittingly use offensive language which they do not understand and did not intend. As educators, we will use this as a teaching opportunity. We will make it explicit that racism is unacceptable in society and contravenes our school's ethos.

It is important to note that racist incidents and racist bullying can be subtle and may not always be racially explicit. These kinds of incidents can be just as damaging to victims as explicit racism. Pupils may also suspect the motives and intent of their fellow pupils when perfectly acceptable language is being used. Importantly, wherever offence is caused it needs to be understood and resolved, and where it concerns elements related to colour, culture, ethnicity or religion it will be recorded as a prejudice related incident.

It should be noted that under the prescribed definition, racist incidents can occur without a victim or target being present, for example telling a racist joke or making derogatory remarks about a particular ethnic community. Such incidents will also be recorded and resolved. Some racist incidents involve allegations that the school itself has failed to provide equal and fair opportunities or treatment to individuals or groups on the basis of their colour, culture, ethnicity or religion. Where such an allegation is made this too will be recorded and investigated as a prejudice related incident.

Racist incidents may include*:

- Threatened or actual physical assault.
- Verbal abuse.
- Racist graffiti (on school furniture, walls or books).
- Distributing racist literature.
- Wearing of badges or symbols belonging to known racist organisation.
- Name calling.
- Teasing in relation to language, religion or cultural background.
- Expressions of prejudice calculated to offend or to influence the behaviour of others.
- Intimidation.

- Isolation and spreading of rumours.
- Using racial slurs or pejorative language.
- Inappropriate and hurtful humour.

* N.B. This list is not exhaustive

This policy is fully consistent with and should be considered alongside Norwich Road Academy's Anti-Bullying and Positive Behaviour Policies. Any action taken, including suspension or permanent exclusion, will be in line with our policies. Our policy also complies with additional legal requirements for identifying and responding to racist incidents.

Roles and responsibilities

Every member of staff has a responsibility to promote our ethos and values. No incident that appears to be prejudiced or racially motivated should go unchallenged. Any incidents should be dealt with promptly and logged accordingly. Our responses must be swift and robust. Refer to Appendix 1 of this policy for our protocol.

If any member of staff is unsure or unable to manage the situation, they should refer to a member of the school's Senior Leadership Team, without delay.

All staff will be vigilant and open to pupils' concerns about experiences of racism, being ready to listen and to take reports seriously. Our culture promotes listening to children and encouraging them to share their concerns. The role of the bystander is a powerful one and should be promoted. Reassurance that the matter will be taken seriously and that further investigation will take place should be given. Distressed pupils will be supported and all incidents reported on to the relevant stakeholders.

Parents, or carers, of individuals concerned will be informed of the reported incident and appropriate detail of school actions or next steps shared before the next school day.

Expectations of pupils

All pupils, as appropriate to their age and understanding, have a responsibility for promoting a kind and harmonious school community. We have the expectation that they will challenge and/or report racist and other hurtful behaviours. We encourage children to use their voice, and we promote the role of the bystander in ensuring that our school is a safe and happy place to be for everyone. It is understood that it may be difficult for pupils who are the targets of racism to report it.

Expectations of parents and carers

We always take parents' concerns seriously. However, the school can only respond to incidents that are drawn to their attention. Parents are expected to ensure that their children display appropriate and acceptable behaviour in and out of school with their peers. When problems arise in school, we will seek the support of all parents in ensuring their children understand where and why offence has been caused and what, if any, change might be necessary to adhere to the school's race equality policies.

Responding to incidents

In responding to incidents that may occur the school will aim to:

- provide appropriate support to pupils
- deal with any unacceptable behaviour
- prevent racism and discrimination
- re-establish good race relations across the school.

Support will be given to anyone who has experienced offence; their concerns will be listened to.

An investigation will establish the details of what has occurred.

The cause of offence will be clearly identified and recorded as accurately as possible. Follow up actions will be logged on CPOMS.

Where offence was intentional, consequences will be implemented, in line with our Positive Behaviour Policy. This may include suspension or permanent exclusion.

Where offence was unintentional, pupils will need to understand how offence was caused and be supported to make any changes necessary in their behaviour. As educators, we will use this as a teaching opportunity. We will make it explicit that racism is unacceptable in society and contravenes our school's ethos.

A high priority will be placed by the school on resolving any breakdown in relationships and ensuring that pupils can move on positively from the experience. However, any restorative work will only be undertaken if this is appropriate for the injured party.

Pupils who have experienced racism, and their parents, will be kept informed and advised of the resolution of the incident.

Recording and Reporting Incidents

1. All incidents will be recorded on CPOMS, including the date, the names and ethnicity of the perpetrators and victims, the nature of the incident, and action taken in response. This will be logged as 'Prejudice Related Incident'.
2. Where racist incidents occur which involve any of the following, the advice of an external agency such as the Local Authority Safeguarding, Inclusion or Prevent team may be sought:
 - Physical violence or serious damage to property.
 - Repeated or orchestrated harassment, including text messaging and cyber bullying. Links with extremist groups, including distributing of racist literature.
 - Racist graffiti.
 - Absence related to a racist incident.
 - Exclusion related to a racist incident.
 - If it is felt that an individual may be at risk of radicalisation.
3. On an annual basis the school will report the numbers of Prejudice Related Incidents to Norfolk County Council. Personal details of individuals are not shared as part of this data return.

We recognise that members of staff and individuals in our wider school community may experience racism. As a school community, we will support them in the same way. Concerns should be immediately referred to the Principal, or the Deputy.

Performance indicators for preventing and dealing with racist incidents

In reviewing the effectiveness of this policy, staff and Norwich Road Academy leadership will consider:

- The feelings of victims (and their parents) on the satisfaction of the support received and the resolution of incidents.

- Feedback from staff regarding the effectiveness of the policy.
- The continued good progress and high self-esteem of those who have been offended.
- The continued good progress and high self-esteem of those who have caused offence.
- Whether the action taken successfully prevented repeat incidents.
- The willingness of pupils (and parents) to draw their concerns to the attention of staff.
- The consistency of response and confidence of all staff in following school policy.
- Whether good race relations are being maintained in the school community.
- Underlying causes for any rise in numbers of incidents, whether these were preventable and if further action or change in policy and practice is now necessary.

Where review indicates that change is needed, policy and practice will be amended as part of the Academy's Development Plan.

Impact

This policy, along with Norwich Road Academy's ethos, should ensure that our school remains a safe, kind and inclusive environment for all. An environment where prejudice is challenged, where everyone is valued and all are able to thrive.

Associated Policies and documents:

Anti-Bullying Policy

Safeguarding Policy

Positive Behaviour Policy

Equality Statement and Objectives

The Prevent duty, Department for Education 2023

Our protocol for responding to discriminatory incidents of racial harm

All members of our academy community should feel confident that if a discriminatory or prejudice related incident occurs, it will be investigated, dealt with and support will be offered to those involved.

What is a discriminatory incident?

Harassment on grounds of race, gender, disability, sexual orientation or other factors such as socio-economic status, can take many forms including verbal or physical abuse, name calling, exclusion from groups and games, unwanted looks or comments, jokes and graffiti.



A racist incident is defined by the Stephen Lawrence Inquiry Report (1999) as: ‘any incident which is perceived to be racist by the victim or any other person’.

At Norwich Road Academy we will always challenge the use of racial slurs.

