



ANTI-RACISM POLICY

Statement of Intent

Colfe's School has zero-tolerance for racism and operates from an active anti-racism policy.

Accessibility, diversity, equity and inclusion are at the heart of Colfe's School values. We expect a whole-school approach to inclusion. This policy is compliant with the statutory framework for the Early Years Foundation Stage (EYFS) 2021.

Our commitment to providing equity to all staff and students to ensure equal opportunity at all levels and areas of the school community is fundamental.

Colfe's values an inclusive school environment and holds everyone accountable for creating a learning environment where everyone, irrespective of background, can thrive.

Through consistent education and opportunities for learning, we aim to keep staff and pupils informed on differences, encouraging respect, tolerance and celebration of the diverse range of cultures that make up the Colfe's school environment.

In the case of reported racist or discriminatory behaviour we will launch a thorough investigation and ensure that sanctions and consequences are implemented as age appropriate.

Colfe's School seeks to ensure that we have an environment that is safe, tolerant and respectful of diversity to include all members of the extended school community – pupils, staff, Governors, parents and others from our local community.

Definition of Racism

Racism is defined as “prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people based on their membership of a particular racial or ethnic group, typically one that is a minority or marginalized.”

<https://www.collinsdictionary.com/dictionary/english/racism>

Antisemitism is defined as hostility to and prejudice against Jewish people.

<https://www.collinsdictionary.com/dictionary/english/anti-semitism>

Xenophobia is defined as “strong and unreasonable dislike or fear of people from other countries.”

<https://www.collinsdictionary.com/dictionary/english/xenophobia>

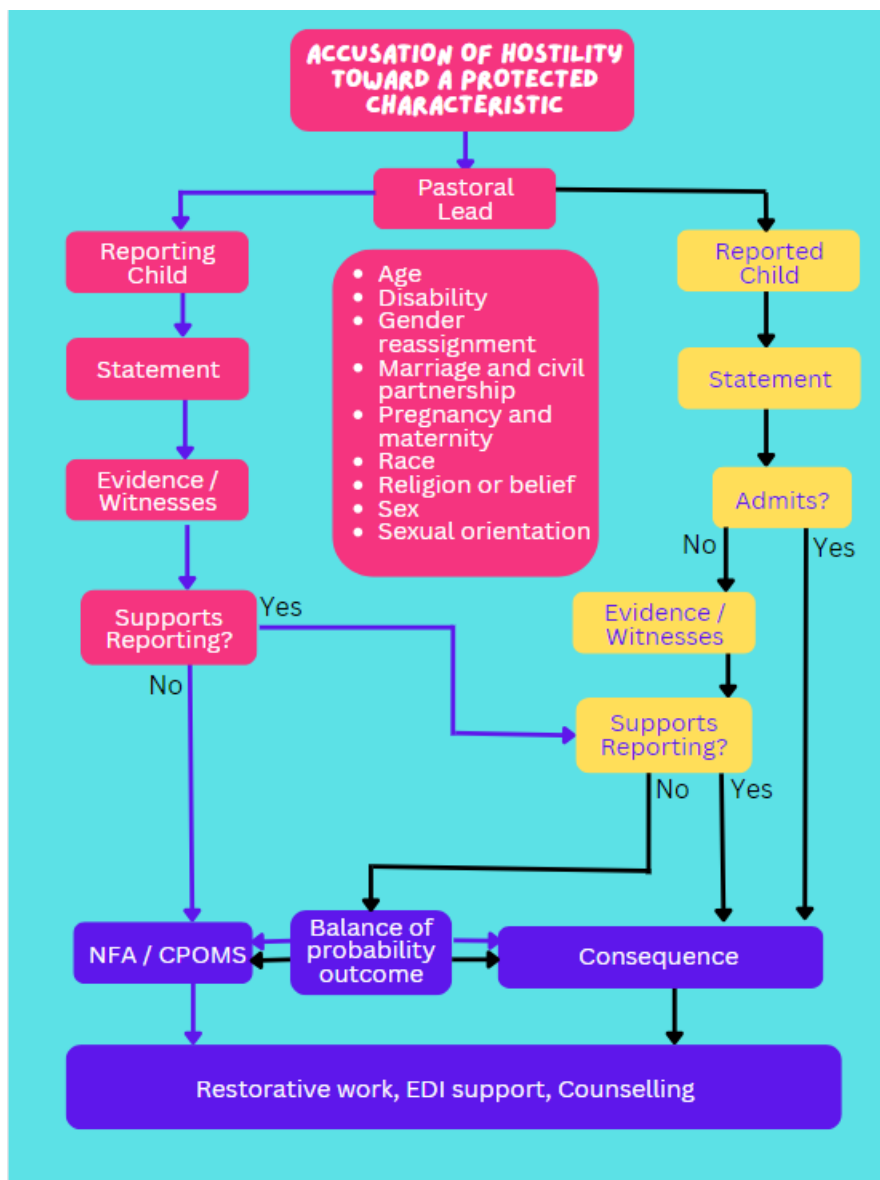
Aims

This policy aims to make clear Colfe's School's zero-tolerance position on racism.

Racist behaviour in School

We acknowledge that racist behaviour can occur in School from time to time, but we do not tolerate such behaviour or comments. All such allegations and concerns will be thoroughly investigated, and thorough records of these investigations will be retained on file. The topic of racial discrimination, microaggressions, and racial inequity will remain a standing item on the senior management team's weekly meeting agenda to ensure that we sustain and modify, where applicable, anti-racist practices at all times.

To facilitate the thorough investigation of any racist incident (or protected characteristic) the following flow chart has been produced to ensure a clear and fair process is followed:



The Chair of Governors will attend our Senior Management meetings twice termly to ensure that the school's leaders are held accountable for the implementation of this policy.

Pupils found guilty of racist behaviour will be appropriately sanctioned in accordance with our disciplinary procedures. Repeat offenders, or those who have committed grave breaches of the school's anti-racism policy, will be excluded on a fixed-term or permanent basis.

The school will communicate and work collaboratively with parents to ensure that the school's high expectation of inclusive behaviours and attitudes are encouraged, and that parents and carers understand the school's position on antisemitism and anti-racism.

Unconscious bias

We acknowledge the existence of unconscious bias and its relevance to a workforce that is predominantly white British. We will engage external experts to raise awareness of unconscious bias and ensure that, for teachers, alongside safeguarding and child protection, the subject is addressed with relevant education and training. Unconscious bias and microaggressions will continue to be addressed through the PSHEE and Eudaimonia programmes for pupils.

The curriculum

The curriculum will be reviewed to take account of cultural diversity. Teachers will receive training to enable them to deliver the revised curriculum to racially and culturally diverse classes. Texts selected for study in English will reflect the diversity of our cultural tradition, and academic departments will be required to conduct a cultural audit of their schemes of work. We acknowledge, however, that there are external constraints in this area but will ensure that we exercise our power to ensure that the curriculum reflects the rich diversity of the school. In the GCSE and A level years, particularly, we are obliged to teach what the exam boards prescribe and prepare pupils as best we can for success in the examinations.

Staff recruitment

We acknowledge that ethnic minorities are under-represented in the staff room at Colfe's and are aware of the richness that a diverse teaching team will bring to the educational attainment of our diverse pupil population.

We are committed to inclusive recruitment procedures that attract a diverse range of talent and will make a focused effort to ensure that as broad a talent pool as possible aspires to working at Colfe's.

Communication channel

A dedicated email address (racialequality@colfes.com) is available where pupils and ex-pupils can communicate directly with the school about present or historical concerns. Content will be visible exclusively to the Head, currently Mr Richard Russell and the Director of Pastoral Care, now Mrs Jane German. Any related investigation will be conducted sensitively and professionally and with the support of an external advisor to ensure impartiality and objectivity.

Measures already undertaken include the following:

- Unconscious bias training for staff and pupils (Sept. 2020)
- Curriculum audit in junior and senior schools (ongoing)
- Engagement with Black Business Institute (BBI, Headmaster on advisory board)
- School Assemblies (pupil led) on Black Lives Matter, (BLM), Black history and equity
- Engagement with external consultant Joanna Abeyie MBE
- Equity Diversity and Inclusion committee (EDI, pupil led) continues to thrive in the senior school. From September 2023 groups include African Caribbean Society, Asian Society and Jewish Society
- Engagement with the African Caribbean Society (ACS), at Imperial College London to create our own in 2023
- Show Racism the Red Card charity work in the autumn term, related to well-being lessons in the junior school
- Workshops from Eastside in junior school (Key Stage 2)
- Staff training on racial literacy led by African Caribbean Education Network (ACEN, April 2021)
- “Allyship” training in senior school ongoing (April 2021 - continued through academic year 2022-23 and into 2023-24)
- Engagement with external consultancies such as Black Curriculum, Flair Impact and ACEN
- Annual survey ‘Race in the Classroom’ with FLAIR IMPACT since February 2022
- Engagement with external consultant, Dr Fiona Peters, to develop strategies to address matters raised through the FLAIR survey 2023 and into 2024. Whole Staff Training August 2023

Related Policies

- Harmful and Abusive Behaviours Policy
- Child Protection and Safeguarding Policy
- Staff Code of Conduct Policy
- Child on Child Abuse Policy
- Equity Diversity and Inclusion Policy
- Staff Equal Opportunities Policy
- Recruitment, Selection and Disclosures Policy

Policy updated December 2023