



# Altrincham Grammar School for Boys

## Anti-Racism Policy

<b>Nominated Lead Member of Staff:</b>	<b>EH</b>
<b>Last Review Date:</b>	<b>November 2021</b>
<b>Next Review Date:</b>	<b>November 2022</b>

### Introduction and rationale

At AGSB we are committed to being an anti-racist School. We aim for everyone within our community to find Altrincham Grammar School for Boys a safe and welcoming environment, where everyone can achieve their full potential. It is not possible to achieve this if any of our members face prejudice or hostility because of their race. Therefore, we have an anti-racism policy in place, which helps to ensure equality and a sense of belonging for everyone, irrespective of their race or ethnic background. By having such a clear policy, we are giving a clear message to everyone in the School community that no form of racism will be tolerated.

There is also a legal requirement to “eliminate unlawful racial discrimination and promote equality of opportunity and good relations between people of different racial groups” (Section 71, Race Relations Act 1976).

### The definition of racism and racial discrimination

We seek to educate everyone within our community about racism and racial discrimination. In order to be anti-racist, we have to understand racism.

According to the Collins dictionary, “racism is the belief that people of some races are inferior to others, and the behaviour which is the result of this belief. Racism also refers to the aspects of a society which prevent people of some racial groups from having the same privileges and opportunities as people from other races”.

“Racial discrimination is discrimination, unfair treatment or bias against someone or a group of people on the basis of their race”.

### **Principles**

Altrincham Grammar School for Boys is an anti-racist establishment and is committed to addressing racism, ensuring action to support victims of racist incidents, ensuring existing School policies address inappropriate behaviour around racism and other discriminatory practices and reporting and recording racist incidents.

We will abide by our pledge, which is based on the School’s values. All members of the School community will:

- RESPECT others and celebrate differences;
- Take RESPONSIBILITY for their own actions and call out and report racist behaviour from others;
- LEARN about different cultures and how to be actively anti-racist;
- Be RESILIENT, proud and unwavering in my commitment to anti-racism, both within AGSB and beyond.

### **Effective promotion of anti-racist practices**

We welcome the diversity of cultures, backgrounds, faiths and beliefs and celebrate the home languages, dialects and accents of all students, staff and others associated with Altrincham Grammar School for Boys. We will ensure that the School nurtures an ethos and environment where all are valued and where views are taken into consideration. This embraces a culture that enables all who teach and learn in the School to review their practices and behaviours, to have confidence to build on prior experiences and to make appropriate changes.

Everyone who is associated with the School should be committed to dealing with incidents involving racial discrimination (including prejudice and stereotyping), racial harassment, and racist name calling whenever they occur.

### **Practice**

a) The role of staff in implementing this policy:

- The Deputy Head is the named person with responsibility for implementing, monitoring and evaluating this policy.
- Matters relating to anti-racism should appear on School agendas regularly during an academic year (at least once during a year)
- **New staff should be made aware of the School’s commitment to anti-racism and undergo anti-racism training when they join through the Induction process.**
- **All staff should be encouraged to examine the cultural assumptions, privileges and biases contained in their own attitudes. They should be encouraged to reflect on and learn about their behaviours and be supported to change, grow and develop in their anti-racism. Time and support will be allocated to this.**

- Teaching staff should be aware that the aspects of the curriculum may perpetuate stereotyped attitudes and should aim to tackle these.
- Teaching staff should be encouraged to examine the cultural assumptions, **privileges** and biases in the material content of specifications, schemes of work and resources. Where possible cultural assumptions and biases should be removed. Where impossible, these should be dealt with sensitively and tackled in the classroom.
- All Departments should audit their Schemes of Work on a regular basis (preferably in the Summer term), and the cultural assumptions should be part of the conversations between the HoD and SLT link during the course of the year.
- All staff are expected to respect the rights of others and to respect those with different beliefs.

#### b) Curriculum

We will review, and amend where appropriate, the Curriculum within individual subjects to promote acceptance of others and provide opportunities to value cultural diversity and understanding. We will do this by embedding a diverse range of cultures and significant events and/or people into the Schemes of Work in a seamless way, while avoiding making race an “other” section of the curriculum.

- The curriculum should be subjected to regular review in order to ensure it is fit for purpose it promotes cultural diversity and understanding and ensures all pupils feel safe, happy and able to learn in the classroom at all times.

#### c) Racist incident reporting

All incidents that appear to be of a racist nature should be reported to the Deputy Head at the earliest opportunity. This is to ensure consistency in incident recording and consistency in the way in which racist incidents are dealt with. A written record will be kept and witnesses will be asked to make statements. All staff and students should feel safe and supported when reporting a racist incident. The Deputy Head will deal with the incident according to the appropriate sanctions available.

The Head will update Governors annually on racist incidents and how they are being dealt with, in order to allow Governors to understand student experience within the School.

#### d) Employer Responsibilities

The School has in place a number of personnel policies and procedures which meet our legal responsibilities and promote good practice in the area of equal opportunities, including:

- Recruitment and selection procedures;
- A Code of Conduct for staff;
- Induction arrangements for staff newly appointed to the School, including the Staff Handbook.

The Governing Body will ensure that:

- All staff understand and implement this policy;
- Staff training needs on anti-racism are met;
- This policy is available and communicated to visitors, contractors, service providers and others associated with the School;
- It is made aware of racist incidents.