



ANTI RACISM POLICY

Reviewed by: A Jacobs	Date: Sept 2026	Next review: Sept 2027
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INTRODUCTION

The United Kingdom is a multi-ethnic country with a significant migrant population and Adcote School has a number of students both boarding and domestic, that come from differing ethnic backgrounds. It is essential that we take steps to educate our students about issues related to racism while highlighting the positive cultural value of a diverse ethnic mix from a global perspective. Adcote School will be proactive in implementing its duties as set out in legislation and guidance. The school will seek to promote racial equality and good race relations, and to eliminate racial discrimination. The school is committed to identifying and removing discriminatory practices and any form of racism or racist behaviour.

STATUTORY GUIDANCE

This policy has due regard to the following legislation and guidance:

- Equality Act 2010
- Keeping Children Safe in Education (KCSIE) [Keeping children safe in education - GOV.UK](#)
- Education (Independent School Standards) Regulations 2014
- Human Rights Act 1998

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- Equality, Diversity and Inclusion Policy
- Boarding Handbook

AIMS

Adcote School is committed to fostering a culture of respect, inclusion and equality, in which every member of the community is valued and treated with dignity, regardless of race, ethnicity, nationality or cultural background.

Adcote School recognises that its diverse community provides valuable opportunities to learn from and celebrate differences. The school takes a zero-tolerance approach to discriminatory behaviour, including racism, faith-targeted abuse, and other prejudice-based incidents. Adcote is committed to proactively preventing discrimination, harassment and victimisation.

It aims to:

- Eliminate unlawful racial discrimination, harassment and victimisation
- Promote equality of opportunity for all students and staff
- Foster respectful and positive relationships between people from different backgrounds and different faiths
- Ensure that racist behaviour is promptly challenged and addressed
- Equip students with the knowledge, confidence and moral understanding to reject racism

ADMISSIONS

Adcote School admits students from a wide range of backgrounds. To guard against discrimination the criteria for admission to Adcote School are as wide as possible and based on our commitment to being a non-selective school. Admissions decisions are made in accordance with the Equality Act 2010.

Race, colour, ethnicity or nationality are never used as criteria for admission. Students' names are accurately recorded and correctly pronounced. Students and staff are encouraged to accept and respect names from other cultures. Linguistic and cultural diversity is welcomed and positively supported.

DISCRIMINATION

Adcote School aims to promote race equality and actively tackle racial discrimination within all areas of school life by:

- Challenging racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- Ensuring all students and staff are encouraged and supported to achieve their full potential;
- Providing an environment which promotes an inclusive and anti-discriminatory culture that respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different racial groups and different geographical regions;
- Prevent direct and indirect, overt and covert discrimination on grounds of race or geographical origin to assist in the identification of possible barriers to equality of opportunity for students and staff and to ensure that these barriers are addressed where possible.

DEFINITION OF RACISM

Racism is a form of bullying. It can be both (a) institutional and (b) personal, overt or subtle, intentional or unintentional.

a. Institutional racism:

- The Stephen Lawrence Inquiry Report defined this as: 'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.'
- When a student is subject to racist bullying or harassment, their behaviour and attainment are likely to be affected; if the behaviour is treated in isolation without taking into consideration the issues and effects of racism, this can be described as institutional racism. The racist element must be explicitly recognised and dealt with.
- This type of racism is also covert and indirect and therefore can be difficult to identify and address. It is often evident in the assumptions, beliefs and values that affect

people's instinctive responses. It can be demonstrated subconsciously in subtle ways and Adcote School recognises the need consciously to challenge such attitudes.

b. Personal racism:

This is often direct and identifiable and can be manifested through harassment and offensive behaviour in the following ways:

- Physical assault against a person or group due to their colour, ethnicity, geographical origin or culture;
- Derogatory name calling, insults, ridiculing and racist jokes;
- Racist graffiti;
- Provocative behaviour such as wearing racists badges or insignia;
- Verbal abuse and threats;
- Incitement of others to behave in a racist way;
- Racist comments within the context of lessons.

ACCOUNTABILITY

The Headteacher will ensure that all staff are aware of their responsibilities and are given the support to exercise this responsibility.

- All racist incidents that are reported will need to be investigated and recorded. All staff are required to promote racial equality and good race relations.
- Staff are expected not to discriminate on racial grounds and are expected to attend training or to read information provided by the Headteacher about any changes to relevant legislation.
- Staff are expected to always challenge racist and geographically-biased attitudes and behaviour.
- Staff are also expected to be aware of the need to report suspicions of racism to the Headteacher or Senior Leadership team.
- Where appropriate the School will be prepared to contact the police if a racial crime has been committed.

ACTION WHEN RACISM IS SUSPECTED OR REPORTED

Alleged incidents of racism should be investigated in line with our Behaviour Policy. Statements should be taken by the victim, witnesses, and perpetrator.

If an incidence of racism is proven, the Designated Safeguarding Lead will need to be informed. They will then decide the appropriate sanction with the Headteacher.

Possible disciplinary action by the school

- An official warning from after a sincere apology has been made;
- A detention;
- Exclusion from certain areas of school premises and life (such as co-curricular activities);
- In serious cases or where there is repeated racism, temporary exclusion from the school for a fixed term;
- Continued racist behaviour will be incompatible with staying at the school and permanent exclusion may be used in such cases.

Support will be provided to victims, including pastoral support and reassurance. Parents will be informed where appropriate. It is important that the victim of the racist incident is made to feel happy with the outcome of any disciplinary measures taken. It is also important to remember that anyone who has been a victim of a racist incident has the legal right to report it as a crime to the police.

Incidences should also be reported to Shropshire Local Authority [Shropshire Community Safety Partnership](#)

RACISM AND SAFEGUARDING

Racist incidents may constitute child-on-child abuse and may, in some cases, meet safeguarding thresholds.

All racist incidents must be reported to:

- The **Designated Safeguarding Lead (DSL)**

The DSL will assess:

- Immediate risk
- Safeguarding implications
- Whether external agencies should be notified

REPORTING AND MONITORING

- All incidents concerning racism, discriminatory behavior, and faith-targeted abuse are recorded centrally
- Patterns and trends are monitored by senior leaders
- Termly review takes place
- Serious incidents may be reported to external agencies where appropriate
Pupils and parents retain the legal right to contact the police

CURRICULUM AND TRAINING

The school promotes anti-racism through:

- PSHE and pastoral programmes
- Assemblies and tutor time
- Boarding provision and supervision
- Staff induction and ongoing training

This policy is reviewed annually by the DSL.