



Notre Dame High School

Sharing the love and goodness of God with everyone

Anti-Racism Policy

2026-2027

Policy Name	Anti-Racism Policy
Status	Live
Policy Author	Mr S. Scriven (Assistant Head)
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Approved by	Local Academy Committee
Related Documents	To be read and reviewed in conjunction with the Equality Duty, Reasonable Adjustment Policy, Behaviour and Relationships Policy and Safeguarding and Child Protection Policy

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1. Statement of Intent

Notre Dame High School is committed to creating an inclusive, welcoming and respectful environment in which every member of our school community is valued and treated with dignity.

The school opposes all forms of racism, racial discrimination, racial harassment and prejudice. We recognise that racism can affect individuals and groups in different ways and may be explicit, implicit, institutional, online or expressed through apparently minor or "banter" comments.

We believe that all students are of equal worth regardless of race, colour, nationality, ethnic or national origin, culture, faith, religion or belief, or any other protected characteristic.

It is not sufficient simply to reject racism. The school is committed to actively challenging racist attitudes, language and behaviour and to creating a culture in which members of our community feel confident to challenge discrimination safely and appropriately.

Our approach is informed by the Equality Act 2010, the Public Sector Equality Duty, Keeping Children Safe in Education 2026 and Working Together to Safeguard Children 2026.

The school recognises that anti-racism forms part of its wider safeguarding, equality, inclusion and pastoral responsibilities.

2. Governance and Leadership

The governing body and school leadership will:

- provide strategic leadership in promoting an anti-racist and inclusive school culture;
- ensure that racism and racial discrimination are actively challenged;
- ensure that the school's policies and procedures promote equality and do not unlawfully discriminate;
- monitor relevant data to identify patterns, disproportionality or emerging concerns;
- ensure that appropriate action is taken where racist incidents or discriminatory practices are identified;
- seek opportunities to hear and respond to the experiences and views of students, staff and families from diverse backgrounds.

The school will seek to encourage applications and participation from a diverse range of candidates when recruiting governors and staff, while ensuring that all recruitment and appointment decisions are lawful, fair and based on the requirements of the role.

3. Recruitment, Retention and Professional Development

- Recruitment and appointment procedures will not unlawfully disadvantage any applicant or member of staff on the grounds of race or any other protected characteristic.
- Person specifications, interview questions and selection criteria will be fair, objective, relevant and non-discriminatory.
- Professional development and career progression opportunities will be accessible fairly to all staff.

- Staff will receive appropriate training and professional development to increase awareness of racism, prejudice, discrimination, stereotyping, unconscious bias and culturally responsive practice.
- Staff will be supported to recognise and challenge racist language and behaviour, including comments presented as "banter" or jokes.

4. Curriculum and School Culture

The school will use the curriculum and wider school experience to prepare students for life in a diverse, multi-cultural, multi-ethnic and multi-faith society.

This will include:

- promoting respect for different cultures, ethnicities, nationalities, faiths and identities;
- providing age-appropriate opportunities to discuss racism, prejudice, discrimination and stereotypes;
- ensuring that relevant curriculum areas promote understanding of diversity and encourage respectful dialogue;
- using Religious Education and other curriculum areas to promote understanding of different faiths and cultural traditions;
- recognising bilingualism and multilingualism as assets;
- celebrating cultural diversity through assemblies, displays, events and wider school activities;
- ensuring that the curriculum and wider school culture challenge stereotypes and discriminatory attitudes;
- providing opportunities for students to learn about the contribution and experiences of different ethnic and cultural communities.

The school's preventative education programme will contribute to a culture in which racism, derogatory behaviour and other forms of prejudice are not tolerated.

5. Student Voice and Reporting

Students should feel confident that concerns about racism will be listened to, taken seriously and acted upon.

The school will:

- provide clear and accessible routes for students to report racist behaviour or concerns;
- ensure that students know who they can speak to if they experience or witness racism;
- provide appropriate opportunities for student voice in evaluating the school's approach to equality and anti-racism;
- ensure that students who report concerns are treated sensitively and supported appropriately;
- take reasonable steps to protect students from victimisation or retaliation following a report.

6. Monitoring and Data

The school will monitor relevant information relating to race, ethnicity, behaviour, attendance, achievement, exclusions and other areas where appropriate and lawful.

Monitoring will be used to:

- identify patterns or disproportionality;

- identify groups of students who may be experiencing barriers or disadvantage;
- evaluate the effectiveness of interventions;
- inform school improvement and preventative work;
- ensure that concerns are followed up appropriately.

Where appropriate, racist and prejudice-related incidents will be analysed by factors including year group, location, type of incident, online/offline context and repeat patterns.

Data will be handled in accordance with data protection requirements, particularly where small numbers could identify individuals.

Information regarding the school's approach and relevant equality information will be communicated to parents and carers through appropriate channels, including the school website where appropriate.

7. Responding to Racist Incidents

7.1 Commitment

The school will not tolerate racism, racist behaviour or racial harassment.

All reports of racism will be taken seriously and investigated promptly, fairly and proportionately.

Racist incidents may include, but are not limited to:

- racist language or slurs;
- racist jokes, comments or "banter";
- stereotyping or derogatory comments relating to race or ethnicity;
- racist images, symbols or gestures;
- racial harassment or intimidation;
- racist bullying;
- racist abuse online or through social media, messaging, gaming or other digital platforms;
- threatening or violent behaviour motivated by race;
- discriminatory behaviour towards an individual or group because of race or ethnicity.

A racist incident may constitute a safeguarding concern where the circumstances indicate a risk of harm to a child or young person.

7.2 Recording and Monitoring

- Racist incidents will be recorded using the school's agreed reporting and recording systems, including CPOMS where appropriate.
- Records will include, where relevant, the nature of the incident, those involved, actions taken, decisions made, the rationale for those decisions and any follow-up support.
- Where a racist incident also raises a safeguarding concern, the school's Safeguarding and Child Protection Policy and reporting procedures will be followed.
- Incidents will be reviewed regularly to identify patterns, repeat concerns and opportunities for preventative action.
- Relevant data will contribute to the school's safeguarding and equality monitoring and, where appropriate, the Headteacher's report to the Academy Board and the Multi Academy Trust School Improvement Directors.

7.3 Investigation and Support

- Students involved in an incident will be spoken to by an appropriate member of pastoral or senior staff.
- The person experiencing racism will be offered appropriate support throughout the process.
- The school will seek to establish the facts fairly and consider the context, impact, intent and seriousness of the behaviour.
- Where appropriate, restorative approaches may be offered, but these will only take place where they are considered appropriate and with the agreement of the person affected.
- Restorative approaches will not replace appropriate safeguarding or disciplinary action where this is required.

8. Sanctions and Interventions

Sanctions and interventions will be applied in accordance with the school's Behaviour and Relationships Policy. The response will be proportionate to the seriousness, impact and circumstances of the incident and may include:

1. Verbal reprimand or formal warning.
2. Withdrawal of privileges or other appropriate school-based consequence.
3. Communication with parents/carers.
4. Removal from a lesson or appropriate internal provision.
5. Meeting with parents/carers and a member of the Senior Leadership or Pastoral Team.
6. Detention in accordance with the Behaviour and Relationships Policy.
7. Fixed-term or permanent exclusion where the seriousness of the behaviour warrants this.
8. Targeted restorative or educational work.
9. Completion of an appropriate anti-racism or equality-focused intervention, including provision within the Lodge where appropriate.
10. A formal apology where appropriate and following reflection and guidance.
11. Reconciliation or restorative work where appropriate and agreed by the person affected.
12. Referral to external or partner agencies, including the police, where appropriate or required.

The school will distinguish between the need to educate and rehabilitate the perpetrator and the need to protect and support the person experiencing racism. One must not be allowed to undermine the other.

9. Positive Attitudes, Representation and Inclusion

The school will:

- promote positive attitudes towards people from all racial, ethnic and cultural backgrounds;
- challenge stereotypes and prejudice;
- provide students with opportunities to broaden their understanding of different cultures and communities;
- seek to ensure that students see diverse cultures, histories and experiences represented positively within school life;
- support staff and students to challenge discriminatory language and behaviour appropriately.

10. School Environment

The school will promote an inclusive environment through:

- displays and exhibitions;
- assemblies and form-time activities;
- curriculum resources;
- communications;
- student work;
- celebration of cultural diversity;
- opportunities to learn about significant events and experiences.

This includes appropriate recognition of events such as Black History Month and Holocaust Memorial Day, alongside the annual Shoah service delivered to Year 9 students.

11.Safeguarding and Anti-Racism

The school recognises that effective safeguarding must be inclusive, anti-discriminatory and culturally informed.

Staff should remain alert to the possibility that racism and discrimination may contribute to a child's vulnerability, distress, exclusion, barriers to accessing support or experience of harm.

Where racism forms part of a wider safeguarding concern, staff must follow the school's Safeguarding and Child Protection Policy and report concerns through the school's established safeguarding procedures.

The school will consider whether racism, discrimination or prejudice may be a factor when assessing safeguarding concerns and planning appropriate support.

12.Policy Review

This policy will be reviewed annually, or sooner where required, in response to:

- changes to statutory guidance or legislation;
- safeguarding developments;
- equality requirements;
- emerging patterns or concerns identified through school data;
- feedback from students, staff, parents/carers or governors;
- relevant learning from incidents or external reviews.

Linked Policies and Guidance

- Safeguarding and Child Protection Policy
- Behaviour and Relationships Policy
- Equality Duty / Equality Policy
- Reasonable Adjustment Policy
- Online Safety Policy
- Keeping Children Safe in Education 2026
- Working Together to Safeguard Children 2026
- Equality Act 2010

Notre Dame High School is part of the St Clare Catholic Multi Academy Trust