



Policy Author:	Aimee Blunden
Date of Policy:	January 2026
Date approved by Governors:	
Next annual review date:	January 2027

Anti-Racism Procedure

This Anti-Racism Policy should be read in conjunction with:

- Behaviour Policy: Rewards and Sanctions;
- Anti-Bullying Policy;
- Safeguarding and Child Protection Policy and KCSIE;
- E-safety Policy;
- Prevent Policy.

Introduction

The United Kingdom is a multi-ethnic country with a significant migrant population. It is essential we take steps to educate our pupils about issues related to racism while highlighting the positive cultural value of a diverse ethnic mix from a global perspective.

The ContinU Plus Academy will be pro-active in implementing its duties described in the Race Amendment Act 2000 and the Equality Act 2010. 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.

Aims of the Policy

The school aims to promote in the widest sense a happy and nurturing environment in which individuals are appreciated and respected; all pupils and staff are expected to further this objective. Racism is addressed across the curriculum for example in PSHE & English.

The ContinU Plus Academy aims to promote race equality and actively tackle racial discrimination within all areas of school life:

- to challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- to make sure that all students and staff are encouraged and supported to achieve their full potential;
- to provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different racial groups and different geographical regions;
- to 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 child 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 the CPA 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 racist badges or insignia;
- Verbal abuse and threats;
- Incitement of others to behave in a racist way;
- Racist comments within the context of lessons.

Accountability and Responsibility

The Board of Governors, with the assistance of the Head Teacher and senior members of staff, is responsible for ensuring that the school meets its commitments under its Anti-Racism Policy. In addition, they will provide any necessary help to staff to keep up to date with any changes in race relations legislation. The Head Teacher 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 Head Teacher about any changes to relevant legislation.

Staff are expected always to 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 Head Teacher or Deputy Head. The appropriate managers are expected to make visitors and contractors aware of and comply with the school's Anti-Racism Policy.

Where appropriate the School will be prepared to contact the police if a racial crime has been committed.

Action by the School when Racism is Suspected or Reported

Alleged incidents of racism should be investigated in line with our Behaviour Policy. We have Incident Report Forms, Witness Report Forms and also Racist Incident Forms which can be used to help systematically record incident details as the first part of an investigation. If an incidence of racism is proven, the Deputy Head alongside the Designated Safeguarding Lead will need to be informed. The Deputy Head will then decide the appropriate sanction with the Chair of Governors.

Possible disciplinary action by the school

An official warning from SLT after a proper apology has been made;

- 1:1 tuition and 1:1 racism workshop;
- in serious cases or where there is repeated racism, exclusion (temporary) 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.

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.

See the school's Anti-Bullying Policy for further details about our response to bullying in general.

The ContinU Plus Academy's Anti-Racism Policy is published in its entirety on the CPA's website (www.continuplus.org.uk)

Date Policy Created: January 2026

Member of Staff Responsible: Aimee Blunden (Assistant Headteacher)

Review Date: January 2027

Signed: (Staff member responsible)

Signed: (Headteacher) Signed: (Chair of Governors)

Racist & Homophobic Incident Response

1. Stop the lesson immediately.
2. Tell the pupil(s) we do not tolerate racism/homophobia at the CPA.
3. Ask the pupil(s) why the statement is racist/homophobic.
4. How is this harmful? →
 - Hurt people, making people feel uncomfortable
 - Bullying
 - Illegal
 - Impact on others
5. Explain to the pupil(s) that racist views are **prejudiced and stereotypical** – this is wrong.
6. **Empathise** – ask the pupil(s) how they would feel if the role was reserved. Reiterate we believe in **equality** at the CPA.
7. Resolution.

8. Staff satisfied? Yes

Lesson resumes.
10. Deduct Respect / Inappropriate Language points and report incident.

No

Use judgement. Remove the pupil(s) from lesson to work in an intervention room or notify on call.
10. Repeat process (steps 3-7) with remainder of class. Deduct RAISE points and report incident.

Repetition of incident > Referral to Pastoral Lead for intervention.



How to deal with a racist & homophobic incident in lesson

Sexist Incident Response

1. Stop the lesson immediately.
2. Tell the pupil(s) we **don't tolerate sexism** at the CPA.
3. Ask the pupil(s) why the statement is sexist.
4. How is this harmful? →
 - Hurt people
 - Making people feel uncomfortable
 - Bullying
5. Explain to the pupil(s) that sexist views are **prejudiced and stereotypical** – this is **wrong**.
6. **Empathise** – ask the pupil(s) how they would feel if the role was reserved. Reiterate we believe in **gender equality** at the CPA.
7. Resolution.

8. Staff satisfied? Yes →

Lesson resumes.
10. Deduct Respect / Inappropriate Language points and report incident.

No ↓

Use judgement. Remove the pupil(s) from lesson to work in an intervention room or notify on call.
10. Repeat process (steps 3-7) with remainder of class. Deduct RAISE points and report incident.

Repetition of incident > Referral to Pastoral Lead for Intervention.



CONTINU PLUS ACADEMY

How to deal with a sexist incident in lesson