

Hove Park School

Anti-Racism Policy

Date Ratified	Frequency of Review	Next Review Date
June 2025	2 years	June 2027
Governor link	Staff link	Committee
Paul Williams	Matt McKinney	FGB

Hove Park School

Anti-Racism Policy – January 2026

Principles

Hove Park School is committed to creating an inclusive learning environment where all students regardless of background, race, ethnicity or culture feel respected and valued. We recognise that the current political and social climate, including recent anti-immigration riots this year, have demonstrated that intolerance and racism are still widespread, despite anti-racist legislation. This has the potential to create further barriers for staff, students and parents/carers. Education has a vital role to play in exploring and challenging young people's ideas about race. According to the NEU's 'Framework for developing an anti-racist approach', race as a social construct is not well understood, it is widely used to denote difference and, despite the fact that the majority of people worldwide are not white, ideas about white superiority are still deeply influential and prevalent. We believe these ideas must be challenged in educational settings and are committed to playing our role within that.

We also recognise that a specific Anti-Racism Policy, sitting alongside our Equality Policy is necessary due to the long term and historical treatment and history of racialised people within our country and worldwide. We welcome our equality duties as set out in the Equality Act 2010 and seek to involve the whole school community, in order to ensure better outcomes for all. Students, staff, governors and parent/carers have the right to feel safe to work and visit in an environment that fosters a sense of belonging and inclusivity. We hope that by raising the visibility of this important work we will improve the safe of safety and educational outcomes of our students.

Definitions

Racism: Any attitude, action, or institutional structure that discriminates against individuals or groups based on their race or ethnicity.

Discrimination: Unjust or prejudicial treatment of individuals based on race, ethnicity, or other protected characteristics.

Harassment: Unwanted conduct related to race or ethnicity that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

Unconscious Bias: Making judgements based on deep seated thought patterns or assumptions.

Racist incidents may include (but not necessarily limited to):

- Verbal comments or name calling, that include reference to someone's background, ethnicity or culture.
- Referencing stereotypes or assumptions about a person's background, ethnicity or culture.
- 'Banter' or mocking that references a person's background, ethnicity or culture.
- Physical contact, such as hair touching

Objectives

Ensure a safe and equitable learning and working environment for all staff and students.

All stakeholders (governors, staff, students and parent/carers) should feel secure that racism, in all its forms, will be challenged.

Create a climate of open discussion and reflection about race, racism and its impacts and how we, as a school, can further educate and respond.

Include the perspectives and experiences of students and staff of Global Majority to further develop this policy and our future actions.

Ensure that all staff and students understand and can recognise racism in its various forms, including Islamophobia, Anti-Semitism and discrimination against Gypsy, Roma and Traveller people.

Ensure that the curriculum reflects and educates students to understand these issues in their wider context and historic legacies of racism and imperialism.

Actively challenge the ideas of institutional racism and unconscious bias through our curriculum and year group activities.

Recognise that all staff and students have identities that are unique to them and may also include other protected characteristics. We want to ensure that these characteristics are taken into account, when discussing or dealing with racism, in conjunction with our Equalities and Anti-Bullying policies.

All stakeholders should feel confident in being able to define racism and racist incidents, report them and know that they will be thoroughly investigated and dealt with.

All racist incidents should be recorded and dealt with, regardless of intent.

Provide help and support for any person involved in a racist incident – the person that is harmed should be the priority in all causes.

Ensure that all staff receive anti-racist training as well as support in defining and responding to racist incidents.

Roles and Responsibilities:

All staff, students and interested parties share responsibility for promoting equality and reporting any incidents of discrimination.

Our governing body will:

- Support the Headteacher in implementing any actions necessary
- Engage with parents and partner agencies about the policy
- Evaluate and review the policy

Our Headteacher will:

- Support the development of the Anti-Racism policy and ensure that staff, parents/carers, pupils/students and visitors and contractors are engaged in the development of and informed
- Oversee the effective implementation of the policy
- Ensure staff have access to training which helps to implement the policy
- Develop partnerships with external agencies regarding the policy so that the school's actions are in line with the best advice available
- Monitor the policy and report to the Governing Body at least annually on the effectiveness of the policy and publish this information
- Ensure that the Senior Leadership team is kept up to date with any development affecting the policy or actions arising from it

- Support taking appropriate action in cases of racial discrimination
- In partnership with governors deal with breaches of this policy

Our Senior Leadership Team will:

- Have responsibility for supporting other staff in implementing this Policy
- Provide a lead in the dissemination of information relating to the Policy, ensuring it's availability for all members of the school community.
- With the Headteacher, provide advice/support in dealing with any incidents/issues
- Assist in implementing reviews of this policy

Our students will:

- Be involved in the development of the Policy and will understand how it relates to them, appropriate to age and ability
- Be expected to act in accordance with the Policy,
- Be encouraged to actively support the Policy in reporting incidents

Our parents/carers will:

- Be given accessible opportunities to become involved in the development of the Policy
- Have access to the Policy through a range of different media appropriate to their requirements
- Be encouraged to actively support the Policy
- be encouraged to attend any relevant meetings and activities related to the Policy
- be informed of any incident related to this Policy which could directly affect their child

Prevention:

- Anti-Racist education for staff, to support them in recognising and responding to racist incidents.
- Development of Anti-Racist policy in conjunction with students
- Introduction of Anti-Racist policy to students and staff, key staff highlighted as points of call
- Continued curriculum audit – by Summer 2025/26
- Review actions needed
- PHSE lessons to support recognising and responding to racist incidents
- Use of assemblies to highlight key messages and keep the policy at the forefront
- Special events – Black History Month/Holocaust Memorial Day/Refugee Week

Reporting and Responding to racism and racist incidents:

- Students encouraged to use QR code to report – launched in assembly and reiterated often by year team, tutors and staff.
- Staff will report via CPOMS
- Year Teams to triage incidents and report on CPOMS if it is student reported
- Priority should be given to the victim, rather than the perpetrator
- All students interviewed and spoken to within 24 hours
- Where appropriate, parents/carers spoken to within 24 hours
- School behaviour systems to be used as consequences for perpetrators, including detentions, reflection and suspension where appropriate
- Where possible, discussion of resolution with the student who reported
- Discussed at after school meeting daily with SLT and campus heads and further action decided, if necessary

- Anti-Racism team to be involved as support
- Reported to the LEA

Support systems:

- Group of Year 11 equalities students met several times to comment on and work on the policy.
- Ongoing Student voice – each academic year the policy should be reviewed by a group of equalities students at KS4
- Parent voice – Parents to be given the opportunity to reflect and review the policy on a regular basis, each academic year

Monitoring and Review:

- Track incidents of racism and monitor the effectiveness of interventions.
- Regularly review and update the anti-racism policy to reflect best practices and the evolving needs of the school community.
- Seek feedback from students, staff, and parents/carers to improve the policy and its implementation.