

Anti-Racism Policy

Approved by Governor Committee:
N/A

Date to be reviewed:
December 2025

Responsibility of:
Vice Principal – Q of E

Date ratified by Principal:
The Principal at ELT meeting – January 2023

1. Introductory statement

Chelsea Academy is a Christian community and as such believes that all members of its community are of equal value and invaluable worth. The aim of this policy is to outline how the Academy will ensure that every person, whatever their background or their circumstances, has the support they need in all aspects of their lives.

The Academy is committed to ensuring that all staff and students feel welcome and valued and that all students have equal opportunities to flourish and be successful. There is a strong commitment to staff development ensuring that the more vulnerable student groups experience appropriate learning opportunities. The individual teacher is the key to raising achievement for all students.

2. Vision for Anti-Racism at Chelsea Academy

Chelsea Academy's vision is underpinned by a genuine commitment to inclusion and social justice. As we seek to educate and support students to flourish and prepare for the challenges and opportunities of life after the Academy, we recognise the importance of our actions around the protected characteristic of race.

This means that our Academy is committed to ensuring that individuals and groups are not disadvantaged because of their race, culture, ethnicity, national or religious background. As an academy we welcome the diversity of cultures, backgrounds, faiths and beliefs and celebrate the backgrounds of all pupils, staff and others associated with the school. Students of diverse backgrounds and cultures are able to flourish and be recognised and welcomed as valued members of our Academy community. All staff working at the Academy will continue to be vigilant and highly supportive in the pastoral care we provide. However, our renewed commitment to Equality, Diversity and Inclusion means we stand alongside students as allies who advocate and affirm both students' intrinsic rights in society but also their worth and dignity as children of God. We desire that Chelsea Academy is a socially just environment where we reject all forms of racist behaviour and are committed to the elimination of racial discrimination (including direct and indirect racism, racial vilification, antisemitism and harassment) in our organisation, curriculum and in the learning and working environment. No student, employee, parent or community member should experience racism within the learning or working environment of the Academy. We recognise and acknowledge that eradicating racism and discrimination in our learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all members of the Academy community. We are committed to pursuing this as we live out our vision through our mission to Work Hard, Be Kind and give No Excuses.

3. The Chelsea Academy Pledge:

We will...

- continue to listen and learn from our students and staff regarding their lived experience
- have a sense of courageous advocacy in our work toward a more anti-racist community
- continue to confront and learn from issues that challenge us
- continue to develop our community's understanding of racism and our racial literacy
- continue to monitor the impact of our work through data analysis on student and staff progress

4. Good Practice toward anti-racism at Chelsea Academy

It is essential that work to address issues of racism and equality should take place at every opportunity through the taught curriculum. There are a wide range of strategies which teachers can adopt in their classroom which can support the Academy's approach to dealing with and addressing racism with all students.

These could include:

- Providing positive images and role-models in resources, displays and promotional material which reflect the experiences and backgrounds of all students in our multicultural society;
- Critically examining existing resources in the school to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated;
- Develop a global curriculum which values contributions of all cultures
- Exploring with children at the appropriate level, issues of racism and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice;
- Encouraging cooperative and collaborative approaches to learning and ensuring that our community's cultural and linguistic experiences are reflected and built upon positively in the classroom;
- Building positive links and community groups and using support agencies to the full to ensure that the multicultural dimension to the curriculum is fully developed;
- Having high expectations of students of all ethnic backgrounds and making known to them our confidence in their ability to achieve and ensuring that each student's individual learning and social needs are met.

5. Responding and reporting

The Academy recognises the need for education in order to eradicate racism. All stakeholders in the Academy must be able to identify racism, cultural prejudices or unconscious bias in order for us as a community to respond, challenge and prevent.

The need for education extends to dealing with the perpetrators of racist incidents. Where incidents are caused by a lack of understanding the student(s) or staff member(s) will be directed to reading / an empathy task / reflecting on the harm caused / exploring where their own prejudices come from.

Where the incident stems from a desire to cause harm / distress / or is a repeated incident of racism the student(s) or staff member(s) involved will be sanctioned in line with the Academy's anti-bullying and behaviour policies or code of conduct.

The aim when managing any racist incident is to find a way to achieve mutual understanding and ultimately reconciliation. The process of reconciliation requires those at fault to hear and acknowledge the hurt they have caused, admit their mistakes and genuinely apologise. The process is completed when those hurt are ready to accept the apology and offer forgiveness. This process is rooted in our Christian ethos and the model of restoration of relationships exemplified by Christ. Reconciliation can be a difficult process and in the Academy this is supported by specially trained staff who lead restorative meetings. These restorative meetings will be offered to all who experience or are involved in racist incidents.

6. Monitoring and review

The overall effectiveness of the anti-racism policy will be subject to consideration in daily life of the Academy; as part of the Academy Development Plan, staff meetings, ELT meetings, governors' meetings, assemblies, class discussions and student voice surveys.

Records of racist (student on student) incidents are recorded on CPOMS under equalities:racial including action taken and outcomes (see Appendix 1), Equalities incidents, including racism, are reported to the Local Authority yearly.

Records of low level cfc staff on students

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Reviewed: January 2023

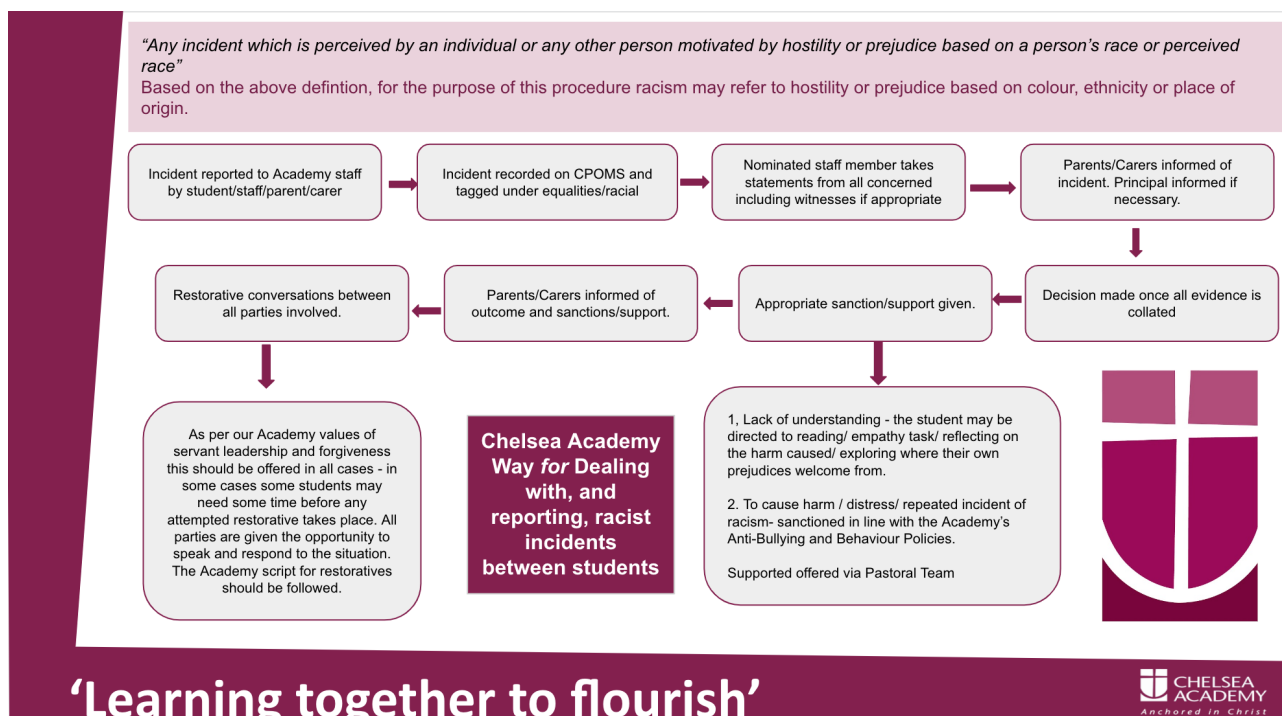
This policy will be reviewed every two years, or earlier if necessary.

Related Policies & Documents

Behaviour policy
Anti-bullying policy
Inclusion statement
Equality & Equal Opportunities
Equality Information & Objectives
Safeguarding & Child Protection Policy
E-safety Policy
Pastoral Curriculum
Code of Conduct for Academy Employees
Complaints Procedure/Complaints Resolution
Disciplinary Policy
Grievance & Collective Grievance
Whistleblowing Policy

Appendix 1

A: [Chelsea Academy Way for Dealing with, and reporting, racist incidents between students:](#)



B: Procedure for dealing with alleged racist incidents involving a staff member

All incidents should be reported to the individual's line manager or Principal immediately by email. This includes incidents where a staff member is racist towards a student, where a staff member is racist towards another member of staff or towards a parent/carer or visitor. The incident will be logged and investigated by the Line Manager, the Principal or a nominated member of the leadership team. Incidents of discrimination, harassment or victimisation are deemed gross misconduct and will be treated in line with the Academy's disciplinary procedure.