



# Anti-Racism Policy

2022-2023



Race can mean a person's colour, nationality, ethnicity or citizenship. It's a protected characteristic in law under the Equality Act 2010<sup>1</sup> in England, Scotland and Wales, and the Race Relations Order 1997<sup>2</sup> in Northern Ireland. This means it's illegal to discriminate against someone, or treat them differently, because of their race.

Race also includes different ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race. General examples of racial groups include White British, Black British, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.<sup>3</sup>

Racial discrimination or racism is when someone is treated differently because of their race, ethnicity, nationality or colour. Any type of racism or racial discrimination is abusive and distressing for children and young people who experience or witness it.

If someone commits a crime against you because of your race it is considered a hate crime and is against the law. Instances of bullying that are racially motivated but not a crime are considered racist incidents.

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism-racial-bullying/>





*Being silent cannot be an option.*



1. Recognize and celebrate differences.

“We are all human, but we are all unique, isn’t that amazing”!

2. Be open.

If you have any questions then seek out someone to help you find the answers.

3. Use fairness –

Racism is unfair and unacceptable and that’s why we need to work together to make it better.

*It’s OK not to have all the answers.*

1. Be curious – Listening and asking questions is the first step.
2. Discuss the media together with trusted adults and friends. Find opportunities to explore examples of stereotypes and racial bias in the media, such as “Why are certain people depicted as villains while certain others are not?”.
3. Talk openly – Having honest and open discussions about racism, diversity and inclusivity builds trust.