



*Achieving together in faith*

**Holy Cross Catholic Multi Academy Company**

## **Anti-Racism Policy**

**2026 - 2028**

**Document Control:**  
**Version History**

| Version | Status | Date | Author | Department | Summary of Changes |
|---------|--------|------|--------|------------|--------------------|
| 1.0     |        |      |        |            |                    |

## 1. Mission and Catholic Foundation

As a family of Catholic schools, HCCMAC is rooted in the belief that **every person is created in the image and likeness of God** (Genesis 1:27). Racism and discrimination contradict the Gospel message and the principles of **Catholic Social Teaching**, especially:

- **Human Dignity** – every person is sacred
- **Solidarity** – we are one human family
- **The Common Good** – society must enable all to flourish
- **Option for the Vulnerable** – protecting those at risk
- **Peace & Justice** – promoting right relationships

In all HCCMAC schools, pupils, staff, and families must feel **safe, valued and respected**, regardless of race, ethnicity, culture, or heritage.

## 2. Policy Statement

The HCCMAC rejects all forms of racism, colourism, stereotyping, microaggressions, and discriminatory behaviour.

Every incident—whether deliberate or unintentional—will be taken seriously, investigated thoroughly, and responded to in line with **KCSIE 2026 statutory safeguarding duties**.

This includes:

- Racist language
- Direct and indirect discrimination
- Racial harassment or bullying
- Colour-based discrimination
- Online racist behaviour
- Racialised assumptions, stereotyping or microaggressions
- Radicalisation, extremism or extremist ideology impacting safeguarding

This policy applies to conduct **on school sites, online, off-site visits, school transport, and any school-linked context.**

### **3. Definitions**

#### **Racism**

Abuse, harassment, exclusion or discrimination based on racial, ethnic, cultural or religious identity.

#### **Stereotyping**

Applying assumptions or generalisations to individuals based on perceived group characteristics.

#### **Microaggressions**

Subtle, often unintentional comments or actions that convey hostility or bias.

#### **Unconscious / Implicit Bias**

Attitudes or stereotypes influencing actions without conscious awareness.

#### **Colourism**

Bias that privileges lighter skin or certain racialised physical features.

#### **Colour-Evasiveness**

Avoiding recognition of race, therefore ignoring the lived experience of racism.

### **4. Safeguarding and KCSIE 2026 Compliance**

Racism is a **safeguarding concern** when it:

- Causes emotional or psychological harm
- Places a child at risk of isolation or victimisation
- Contributes to vulnerability to exploitation
- Links to extremist ideology or radicalisation

## **KCSIE 2026 requires:**

- All staff to be trained in recognising discriminatory harm
- All racist incidents to be recorded on the school safeguarding system (CPOMS or equivalent)
- Swift action to protect the victim and educate the perpetrator
- Referrals to external agencies (including police) when appropriate
- Monitoring patterns and escalating concerns to the DSL and Governors

## **5. Categories of Racist Behaviour**

- Physical aggression
- Racist language, insults, or jokes
- Racist graffiti or symbols
- Exclusion based on race, ethnicity, or culture
- Derogatory comments about cultural practices
- Sharing racist content online
- Microaggressions (e.g., commenting on appearance, assumptions about ability)
- Refusal to work with or support someone due to their ethnicity
- Offensive cultural mimicry
- Colourism within or across ethnic groups

## **6. Catholic Curriculum Approach**

All HCCMAC schools commit to being **actively anti-racist** through the curriculum:

- Celebrating the diversity of God's creation
- Teaching the history and reality of racism
- Countering stereotyped or biased resources

- Promoting representation across subjects
- Using PSHE, RE, assemblies, and worship to form pupils in dignity, justice, and empathy
- Embedding global learning, CST and universal Church perspectives

*"There is neither Jew nor Greek... for you are all one in Christ Jesus."* – Galatians 3:28

## **7. Roles and Responsibilities**

### **All Staff**

- Model inclusive, anti-racist behaviour
- Challenge racist behaviours immediately
- Record incidents on CPOMS
- Use restorative and educational approaches
- Avoid deficit assumptions or race-based labels
- Participate in MAC-wide anti-racism training

### **Designated Safeguarding Lead (DSL)**

- Oversee all racist incident records
- Assess safeguarding risk
- Report patterns to SLT and the MAC
- Refer to external agencies where necessary

### **Pupils**

- Treat others with dignity and respect
- Report racism they experience or witness
- Participate in lessons about equality, justice, and Catholic values

## **Parents/Carers**

- Support the school's anti-racism stance
- Report concerns promptly
- Engage in restorative processes where appropriate

## **Governance (MAC & Local Governors)**

- Monitor implementation of this policy
- Review racist incident logs
- Ensure staff training is up to date
- Uphold equality and safeguarding statutory duties

## **8. Procedures for Responding to Racist Incidents**

### **8.1 If the incident involves pupils**

1. Report immediately to staff/DSL
2. Record on CPOMS
3. Investigate with statements from all parties
4. Review past incidents or patterns
5. Decide on response:
  - Education and reflection task
  - Restorative meeting
  - Parental involvement
  - Sanction in line with behaviour policy
6. Provide pastoral support for the victim
7. Log outcome and monitor future behaviour

## **8.2 If the incident involves a staff member**

1. Report to the Headteacher or Chair of Governors
2. Investigation by HT or SLT
3. If substantiated, disciplinary action (gross misconduct threshold)
4. Safeguarding and LADO referral where required

## **8.3 If the incident involves a visitor, parent, volunteer or contractor**

- Immediate intervention
- Possible removal from site
- Follow safeguarding and behaviour protocols
- Decision by HT and MAC regarding future access

## **9. Online Racism**

Racist content online—including social media, messaging services, gaming platforms—must be:

- Reported
- Screen-captured
- Logged
- Assessed for safeguarding risk
- Addressed with support from parents and pastoral teams

Victims must be supported, and perpetrators educated and/or sanctioned.

## **10. Education, Training and Culture**

The MAC commits to:

- Annual anti-racism and unconscious bias training
- Training linked to KCSIE 2026 updates

- Inclusive recruitment and HR practices
- Monitoring workforce diversity
- Termly evaluation of incident logs
- Creating identity-safe classrooms

## **11. Monitoring, Data and Reporting**

The MAC and individual schools will monitor:

- Incident frequency and patterns
- Locations or contexts of incidents
- Groups disproportionately affected
- Training completion
- Curriculum representation

Annual reports will go to the **MAC Board** and **Local Governing Bodies**.

## **12. Legislative and Statutory Alignment**

This policy aligns with:

- **KCSIE 2026**
- **Equality Act 2010**
- **Public Sector Equality Duty**
- **Education Act 2002** (safeguarding duties)
- **Catholic Bishops' Conference guidance**
- **Prevent Duty 2015** (updated expectations for 2024–26)

## **13. Policy Review**

This policy will be reviewed every **two years**, or earlier if:

- Legislation changes
- KCSIE guidance updates
- MAC directives evolve
- School-based data identifies emerging needs

