REPTON
AL BARSHA

Anti-Racism Policy

DOCUMENT CONTROL			
Document title	Anti-Racism Policy	**Reference**	RAB-PAS-002
Owner	Deputy Head Pastoral	**Approved by**	Principal, on behalf of SLT
Date reviewed	August 2026	**Next review**	August 2027
Status	School policy — Cognita Group requirement	**Applies to**	All pupils, staff, volunteers, contractors and visitors
Related documents	Anti-Bullying; Safeguarding Policy; Behaviour for Learning; Complaints; PSHE / Moral Education		
Regulatory framework	KHDA regulations; UAE Federal Decree-Law No. 2 of 2015 (Combatting Discrimination and Hatred); Cognita Safeguarding Standards; Equality Act 2010 (as guiding good practice)		

Introduction

The United Arab Emirates is a diverse and multicultural country with a significant expat population and Repton Al Barsha has a number of pupils that come from a range of nationalities and backgrounds. 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.

At Repton Al Barsha, we are committed to identifying and removing discriminatory practices and any form of racism or racist behaviour.

Definition

Racism is a form of bullying. It can be both (a) **institutional** and (b) **personal**, overt or subtle, intentional or unintentional.

a. Institutional racism:

- 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. In can be demonstrated subconsciously in subtle ways and Repton Al Barsha 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 racists 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 Principal and Senior Leadership Team are 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 required CPD or changes in legislation.

- The Principal 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
- A log of racist incidents will be kept in order to ensure that we are closely monitoring for trends, patterns and to guarantee that we are proactive in our response to any such incidents
- All staff are required to promote racial equality and good race relations
- Staff are expected not to racially discriminate and are expected to attend training or to read information provided by the Principal 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 Principal or SLT
- Where appropriate the School will be prepared to contact Dubai Police, if a racial crime has been committed

Action taken when Racism is suspected or reported

Alleged incidents of racism should be investigated in line with Repton Al Barsha's Behaviour for Learning Policy (RAB-PAS-003). CPOMs is used to systematically record incident details as the first part of an investigation.

If an incidence of racism is proven, the Deputy Head (Pastoral), who is the Designated Safeguarding Lead, will need to be informed. The Deputy Head (Pastoral) will then decide the appropriate sanction with the Principal and/or Head of Junior School. A member of MLT or SLT will investigate the incident and support will be given to the victim/s.

1. A member of MLT or SLT will investigate the incident and support will be given to the victim/s
2. The outcome will be reported to the DSL and Principal and added to the CPOMS
3. If the outcome is proved to be an act of racism, parents will be contacted and the sanction will be decided
4. An official warning letter from the DSL will be sent to the parents
5. Restorative procedures will then follow, guided by the age of the children involved

Other Possible disciplinary action by the school

The SLT may also appropriately choose to implement the following:

- A written or verbal apology, should the victim agree to receiving an apology
- An after-school detention
- Exclusion from certain areas of school premises and extra-curricular activities
- In serious cases or where there is repeated racism, exclusion (temporary of up to 3 days) from the school
- Continued racist behaviour will be communicated with the authorities and the Principal will take further action on the advice of the Board of Governors

It is important that the victim of the racist incident is consulted throughout the procedure and offered support to discuss the hurt caused by the racist actions towards them and the offer of support from a trained counsellor or therapist.