



## Anti-Racism Policy

### Introduction

Al Madinah Online Secondary School is committed to creating a diverse, inclusive, and supportive environment where all students, staff, and stakeholders feel valued, respected, and appreciated, regardless of their race, ethnicity, or cultural background. We are dedicated to promoting equality and combating racism in all its forms.

### Definition of Racism

Racism involves prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's race is superior. This policy covers:

- Direct racism: Explicit discriminatory actions or language against an individual or group based on their race.
- Indirect racism: Behaviours or practices that inadvertently disadvantage individuals from certain racial or ethnic backgrounds.
- Systemic racism: Structural inequalities or practices within the institution that lead to disadvantages for certain racial or ethnic groups.

### Aims of the Policy

- To create a learning environment free from racial discrimination, harassment, and prejudice.
- To promote equality and respect for all individuals, irrespective of their race or background.
- To take immediate and effective action against any form of racism.
- To educate students, staff, and parents about the harmful effects of racism and the importance of cultural awareness and inclusivity.

### Preventative Measures

- Cultural Awareness Education: Regular lessons and activities that educate students on the value of diversity and the impact of racism. This includes promoting understanding and appreciation of different cultures and traditions.
- Inclusive Curriculum: Ensure that teaching materials and resources reflect the diversity of society and do not perpetuate stereotypes or bias.
- Staff Training: Provide ongoing training for staff on recognizing and addressing racism, and fostering an inclusive school culture.
- Celebrating Diversity: Organize cultural events and awareness days to celebrate the diverse backgrounds of our school community.

### Reporting Racism

- All members of the school community (students, staff, parents) are encouraged to report incidents of racism immediately. Reports can be made to the school's designated Anti-Racism Officer or any other trusted staff member.
- Reports can be submitted confidentially, ensuring students and staff feel safe when coming forward.

### **Responding to Racism**

Once a report of racism has been received, the school will:

- Investigate the incident promptly and thoroughly, collecting statements and evidence from all parties involved.
- Provide support to the victim(s), ensuring they feel heard and supported throughout the process.
- Take appropriate action against the perpetrator(s), which may include warnings, sanctions, or further actions as per the school's behaviour policy.
- Inform and engage with parents of both the victim(s) and perpetrator(s) to ensure that the issue is handled collaboratively and with transparency.

### **Support for Victims of Racism**

- Provide counselling or emotional support to victims of racism to help them cope with any distress caused.
- Offer a safe space for victims to talk about their experiences and receive guidance.
- Encourage victims to report any further incidents of racism and ensure that they feel confident in doing so.

### **Support for Perpetrators of Racism**

- Encourage reflection on the impact of their actions through restorative practices.
- Provide educational resources or counselling to help perpetrators understand the harm caused by their behaviour and support them in making positive changes.
- Ensure that any disciplinary measures taken are fair, transparent, and aimed at educating the student rather than simply penalizing them.

### **Disciplinary Measures**

In cases where racism persists or is deemed particularly harmful, the following disciplinary actions may be taken:

- Temporary or permanent suspension from the school.
- Enrolment in a behaviour improvement program or diversity training.
- In extreme cases, permanent expulsion may be considered.

### **Monitoring and Review**

- The school will monitor the effectiveness of this policy regularly by tracking reports of racist incidents and reviewing actions taken.

- The policy will be reviewed annually to ensure it remains effective and relevant to the school community's needs.
- The school will also gather feedback from students, staff, and parents to continually improve the approach to preventing and addressing racism.

### **Conclusion**

Al Madinah Online Secondary School is committed to fostering an inclusive, respectful, and diverse environment for all. By working together, we can create a school where every student, regardless of race or background, feels safe, valued, and supported. We strive to ensure that racism is actively challenged and that our community is a place of equity and mutual respect.