**Our CARE responsibilities with regards to any concerns surrounding racism are-**

To never standby and watch incidents of racism happen without reporting it- Copley Academy must be anti-racist and all the Academy has a role to play.

There are lots of staff that will listen to your concerns- your form tutor, your LPSO, Mr O’Brien/Miss Sinclair and all of SLT.

To not engage on social media with racial discrimination and actions, it is providing attention to their words- report and let it be dealt with properly.

To recognise that all of the school community have a responsibility to address our and others prejudices, and support and champion initiatives involving racism and equality.

To explore how the Academy can be anti-racist with not just its behaviours, but also as an organisation and through its policies.

Remember we all have the power to **CARE.**

**The nature of racial abuse can be:**
• Physical –such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone based on their race or ethnicity.
• Attacking property –such as damaging, stealing or hiding someone’s possessions because of their race or ethnicity.
• Verbal –such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone based on their race or ethnicity.
• Psychological –such as deliberately excluding or ignoring people and impacts upon their emotional wellbeing because of their race or ethnicity.
• Cyber –such as using text, electronic messages or other social media to write or say hurtful things about someone, such as using memes, inappropriate pictures.

