

THE HAVEN

Operated by the Autistic Girls Network charity — 1196655 (England and Wales), SC054837 (Scotland)

Anti-Racism is Safeguarding Policy

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At *The Haven*, we recognise that **racism causes harm** — and that makes it a **safeguarding issue**. Every learner has the right to feel **safe, respected, and free to learn** without discrimination or bias. We do not minimise or ignore racial harm — we name it, record it, and respond.

This includes:

- Racist abuse
- Racialised bullying
- Discriminatory behaviour
 - > — whether it happens **in person or online**.

We also recognise:

- The lasting impact of ****racial trauma**
 - > ******
- The risk of **adulthood**, especially for Black and global majority children
- The importance of **centering the child's voice** in every response

Our Commitments

- **Protect and support** any learner who experiences racism
- Use **restorative, educational, and proportionate** responses for those who cause harm

- Provide **clear, accessible reporting routes** for learners, families, staff, and visitors — including anonymous options
- **Record incidents** and review outcomes **termly**, with anonymised ethnicity data monitored by leadership and reported to the Governing Body
- Deliver **ongoing staff training** in racial literacy, structural awareness, and bias-conscious safeguarding

Worker Protection Act 2024 — preventive duty applied to racial harassment

The **Worker Protection (Amendment of Equality Act 2010) Act 2023** (in force 26 October 2024) places a positive duty on employers to take *reasonable steps* to prevent sexual harassment, including by third parties. The Haven applies the same preventive logic to **racial harassment** of staff and learners — by colleagues, parent carers, commissioners, contractors, or visitors.

This means we:

- Assess the risk of racial harassment annually and after any incident.
- Maintain visible, multi-route reporting (a trusted adult, the DSL, the anonymous reporting form, or the Lead Governor for concerns about senior staff).
- Train staff annually on racial literacy, microaggressions, structural bias, and active bystander response.
- Treat retaliation against good-faith reporters as a disciplinary matter.
- Review anonymised data termly with the Lead Governor and the Safeguarding Governor.

Where a learner experiences racism from a member of staff, this is also escalated under Managing Allegations Against Staff Policy v01.26.

How to Report a Concern

- Speak to any **trusted adult** at The Haven
- Contact our **Designated Safeguarding Lead**:
> the Head | dsl@autisticgirlsnetwork.org |
- Use our **anonymous reporting form**: [Access the form here]

For confidential support, learners can also contact **Childline** on **0800 1111**.

If someone is in **immediate danger**, call **999**.

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