

Anti-Racism Policy

September 2020



This policy has been developed following a Racism Review which sought input from the wider LIFEbeat staff community. The policy has developed by LIFEbeat's CEO and Executive Team, endorsed by Trustees Regina Allannah, Peter Wozny and Binit Shah.

Rationale

The LIFEbeat Trustees believe in racial equality and are committed to striving to ensure that LIFEbeat upholds equality and social justice in all matters. We aim to challenge discrimination. LIFEbeat has a responsibility to ensure that all activities are free from racial harassment and we are proactively anti-racist in our values, structures, recruitment and training, systems, trainings and programme delivery. We commit to an ongoing review of this policy to ensure that our practices challenge structural and systemic racism and promote equality, justice and unity in all our affairs. This policy sets out LIFEbeat's commitment.

LIFEbeat Values

Diversity, creativity, community, authenticity, discovery, trust.

Definition of Racism

The 'Stephen Lawrence Inquiry Report' recommended that the following definition of a racist incident should be adopted:

'A racist incident is any incident which is perceived to be racist by the victim, or any other person.'

This definition provides an essential starting point in addressing the wide range of behaviours, which could be racially motivated. 'Racism is a form of discrimination based on race, especially the belief that one race is superior to another. Racism may be expressed individually and consciously, through explicit thoughts, feelings, acts of behaviours, or socially and unconsciously, through institutions that promote inequality between races. It should be made clear that failure to take action, even where an incident appears to be of a relatively minor nature, could be seen as condoning racism and may well lead to more serious incidents in future.

The Public Sector Equality Duty (PSED) was introduced by the Equality Act 2010. As part of the general duty a public body must have due regard to eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act and advance equality of opportunity between persons who share a protected characteristic and persons who do not share it and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. Race is defined as being a 'relevant protected characteristic' for these purposes.

Statutory requirements and expectations

The Equality Act 2010 prohibits discrimination and promotes the elimination of racial harassment and victimisation. LIFEbeat is committed to the following:

- Taking active steps 'to prevent racist bullying' in all matters.
- Implementing clear procedures to ensure that racist incidents, racial discrimination and racial harassment are dealt with promptly, firmly and consistently.
- That all staff and volunteers are trained to deal effectively with racist incidents, racial harassment, prejudice and stereotyping.
- That a sensitive and structured system of support is available to victims of racism, racial discrimination, racist incidents and racial harassment.
- Having clear procedures for dealing with perpetrators of racist incidents with the goal of

- learning and reform.
- That immediate action is taken to remove any racist graffiti during LIFEbeat programmes.
- Links are established with external organisations dealing with criminal/serious racist incidents and racial harassment.

Promoting Anti-Racism and The Prevention of Racist Behaviour and Racist Incidents

LIFEbeat is committed to taking a proactive approach to preventing racist behaviour and incidents both within the organisation, trainings and programmes by taking the following proactive steps:

1. Governance and Policy

- LIFEbeat's Anti-Racism policy will be reviewed annually by the LIFEbeat Trustees, be accessible on the website and available on request to all LIFEbeat stakeholders.
- Any reported incidents will be annually reviewed by Trustees appointed to monitor Diversity and Equality within LIFEbeat.

2. Recruitment

LIFEbeat will place diversity at the centre of any recruitment processes, including Trustees, Core Team and camp facilitators, leaders and mentors, to reflect the makeup of greater society and the youth we serve. There will be an active commitment to recruit black and melanin rich members of staff where possible.

3. Annual Anti-Racism training to be delivered annually to:

- Trustees and Executive Team: Annual Review and Training Update
- Training Staff Team: Annual Review and Training Update
- Programme Leaders: Annual Review and Training Update
- Programme Staff and Volunteers: Annual Review and Training Update

4. Trainings and Programmes

All trainings and programmes will be annually reviewed to include learning objectives to understand and challenge racism/systemic racism, to enhance the overall programme goal of "*learning from others different to ourselves*".

5. Policy and Procedures to Identify and Respond to Racism in LIFEbeat

Clear, documented policy and procedures on how to identify racism and protocols on how to respond to racism within LIFEbeat and LIFEbeat programmes to be annually reviewed by an appointed LIFEbeat executive staff member.

6. Monitoring

A plan will be implemented to evaluate the challenge to systemic racism in LIFEbeat on an annual basis. A yearly progress and summary report of findings will be presented to LIFEbeat CEO and Board of Trustees.

Identifying and Responding to Racist Behaviour

Racist behaviour is not tolerated, and it is important that underlying attitudes and values are confronted, and action taken as well as matters involving actual incidents. The importance of ensuring that all racist incidents are reported and recorded is vital. It should be made clear to perpetrators that racist incidents are more serious than similar incidents where there is no racial motivation. We detail below an initial categorisation of types of racist behaviour, followed by guidance on appropriate responses and actions.

Types of racist behaviour:

- Incitement of others to behave in a racist way
- Physical assault against a person or group because of colour, race and/or ethnicity
- Derogatory name-calling, insults, racist jokes and language

- (d) Racist graffiti
- (e) Provocative behaviour such as wearing racist badges or insignia
- (f) Racist materials such as leaflets, comics, magazines or computer software
- (g) Devices to access and distribute racist material
- (h) Racist verbal abuse and threats
- (i) Racist comments in the course of programme discussions; meetings; workshops
- (j) Attempts to recruit others to racist organisations and groups
- (k) Ridicule of an individual for cultural or religious differences e.g. food, music, dress, worship patterns, cultural lifestyle etc
- (l) Refusal to cooperate with other pupils because of their race or ethnicity

1. LIFEbeat Trustees and Executive Team

Two LIFEbeat Trustees are responsible for Diversity and Equality within LIFEbeat, with direct responsibility for challenging and responding to racism. All serious incidents which could be regarded as criminal to be reported to Trustees Regina Allanah and Peter Wozny. All other incidents to be reported to Lucy Sicks/CEO.

2. LIFEbeat Programmes and Racism: Incidents involving young people

On every LIFEbeat programme, anti-discrimination and anti-racism policy and practice should be referred to and included in the setting of agreements during the first community meeting. This will then set the expectation that racism of any kind will not be tolerated within LIFEbeat programmes and will be challenged.

Incident	Suggested Actions
Incitement of others to behave in a racist way	<ol style="list-style-type: none"> 1. Staff trained to be vigilant in identifying potential inter-group tensions that might have a racial context. 2. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 3. Designated staff to give support to all those involved and family group parents of perpetrator to be informed to be vigilant. 4. Step One: Perpetrator counselled and given a warning by Programme Director. 5. Step Two: If behaviour continues Programme Director to follow “going home protocol”. 6. Record as a Racist Incident in programme log.
Physical Assault against a person/group because of race and/or ethnicity	<ol style="list-style-type: none"> 1. This is to be regarded as breaking a “non-negotiable” and would result in following protocol around the young person leaving the programme. 2. Programme Leaders consider bringing incident for discussion at community meeting*
Derogatory name-calling, insults, jokes about race and language	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate and Programme Leads consider bringing to community meeting* 2. Designated staff to give support to all those involved, and family group parents informed and asked to remain vigilant. 3. Step One: Perpetrator counselled and given a warning by Programme Director. 4. Step Two: If behaviour continues, Programme Director to follow final warning and then “going home procedure”. 5. Record as a Racist Incident in programme log.

Incident	Suggested Actions
Racist graffiti	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate. 2. Graffiti removed as quickly as possible. 3. Programme Leaders consider bringing incident for discussion at community meeting* 4. Step One: If identified, perpetrators counselled and given a warning by Programme Director. 5. Step Two: If behaviour continues, Programme Director to issue final warning and then “going home procedure”. 6. Record as a Racist Incident in programme log.
Provocative behaviour such as wearing racist badges or insignia	<ol style="list-style-type: none"> 1. Staff trained to be vigilant in identifying insignia, words and symbols that are associated with racist organisations and iconography 2. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 3. Designated staff to give support to all those involved, and family group parents informed and asked to be vigilant. 4. Step One: Perpetrators counselled and given a warning by Programme Director. 5. Step Two: If behaviour continues or young person refuses to refrain from wearing the item, Programme Director to follow “going home protocol”. 6. Record as a Racist Incident in programme log.
Racist materials such as leaflets/comics/magazines/computer software	<ol style="list-style-type: none"> 1. Remove items from areas where the young people can access them as quickly as possible. 2. Report concerns to Programme Director as appropriate. 3. Programme Leaders consider bringing incident for discussion at community meeting* 4. Step One: If identified, owners of the materials counselled and given a warning by Programme Director. 5. Step Two: If behaviour continues, Programme Director to follow final warning and then “going home procedure”. 6. Record as a Racist Incident in programme log.
Using Devices to access and distribute racist materials	<ol style="list-style-type: none"> 1. Limiting of access to connected devices where possible 2. Staff trained to be aware of potential group dynamics and vigilant about online interactions and sharing of information 3. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 4. Designated staff to give support to all those involved. 5. Step One: Perpetrators counselled and given a warning by Programme Director. 6. Step Two: If behaviour continues Programme Director to follow “going home protocol”. 7. Record as a Racist Incident in programme log.

Incident	Suggested Actions
Racist verbal abuse and threats	<ol style="list-style-type: none"> 1. Staff to ensure that all parties are kept separate and supervised while the incident is being dealt with 2. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 3. Designated staff to give support to all those involved including monitoring of the safety and whereabouts of all parties involved. 4. Step One: Perpetrators counselled and given a warning by Programme Director. 5. Step Two: If behaviour continues Programme Director to follow “going home protocol” for those people who are making the threats. 6. Record as a Racist Incident in programme log.
Racist comments during programme discussions, meetings/workshops	<ol style="list-style-type: none"> 1. Staff leading the programme to immediately indicate that the comments have racist connotations and that this breaks the programme agreements. 2. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 3. If this incident has been witnessed by young people from the community, it needs to be addressed either with that specific group or in front of the whole community. 4. Designated staff to give support to all those involved and to hold open space for anyone who wishes to talk further about what happened. Family group parents of perpetrator to be informed and asked to be vigilant. 5. Step One: Perpetrator counselled and given a warning by Programme Director. 6. Step Two: If behaviour continues, Programme Director to issue a final warning and then follow “going home protocol”. 7. Record as a Racist Incident in programme log.
Attempts to recruit others to racist organisations and groups	<ol style="list-style-type: none"> 1. Staff trained to be vigilant in identifying potential inter-group dynamics and power of influence. 2. Access to online materials and connected devices limited during programmes. 3. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 4. Designated staff to give support to all those involved. 5. Details of involvement with racist organisations and groups sought. Programme Director to understand this young person’s association with any organisations and report to social services/ referring organisations/ parents as appropriate. 6. Where appropriate, official report made to police and/ or social services about the incident and the organisation 7. Step One: Perpetrators counselled and given a warning by Programme Director. 8. Step Two: If behaviour continues Programme Director to follow “going home protocol”. 9. Record as a Racist Incident in programme log.

Incident	Suggested Actions
<p>Ridicule of an individual for cultural or religious differences e.g. food, music, dress, worship patterns, cultural lifestyle etc</p>	<ol style="list-style-type: none"> 1. Staff to challenge the incident as it happens in order to demonstrate that this behaviour is not accepted at LIFEbeat 2. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 3. Designated staff to give support to all those involved, and family group parents informed and asked to be vigilant 4. Step One: Perpetrators counselled by Programme Director. 5. Step Two: If behaviour continues Programme Director to call a further meeting with young person and family group parents 6. Step Three: If behaviour continues and is deemed to be overtly racist the Programme to follow “going home protocol”. 7. On-going support for the victim of the incident 8. Record as a Racist Incident in programme log.
<p>Refusal to cooperate with other young people or staff because of their race or ethnicity</p>	<ol style="list-style-type: none"> 1. Staff briefed about potential disagreements that may have racial overtones and how to identify racial overtones within tensions on the programme. 2. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting* 3. Designated staff to give support to all those involved and family group parents of perpetrator and victim to be informed and asked to be vigilant. 4. Step One: Perpetrators counselled by Programme Director. 5. Step Two: If behaviour continues Programme Director to call a further meeting with young person and family group parents 6. Step Three: If behaviour continues and is deemed to be overtly racist the Programme to follow “going home protocol”. 7. On-going support for the victim of the incident. 8. Record as a Racist Incident in programme log.

*Programme Director and Programme Leads to decide on a case-by-case basis whether or not to bring the incident to the wider community meeting. This decision will be based upon whether it is felt that the community will benefit from discussion of this topic and whether it feels safe and appropriate for those directly involved in the original incident.

3. LIFEbeat Staff and Volunteers Racist Behaviour/Incidents:

On every LIFEbeat programme the Programme Director will have ultimate responsibility for dealing with racist incidents or harassment. On each programme there will be a named Black, melanin rich, POC member of staff to whom staff and or youth can report racist incidents/behaviours in confidence. The Programme Director and this member of staff will then have responsibility to log and deal with each incident on a case-by-case basis. In all the cases outlined below The Programme Director will make a decision as to whether to inform the police.

All staff and volunteers who attend a LIFEbeat programme must have completed anti-racism and racism-awareness training, either prior to attending the programme or during the staff days at the start of the programme. LIFEbeat expects all staff and volunteers who join their programmes to treat all young participants with equal dignity and respect.

The following overt racist behaviours will not be tolerated at any LIFEbeat programmes and will result in the staff member immediately leaving the programme:

- Incitement of others to behave in a racist way
- Physical Assault against a person/group because of race and/or ethnicity

- Derogatory name-calling, insults, jokes about race and language
- Provocative behaviour such as wearing racist badges or insignia
- Racist materials such as leaflets, comics, magazines, computer software
- Using Devices to access and distribute racist materials
- Racist verbal abuse and threats
- Racist comments during programme discussions, meetings/workshops
- Attempts to recruit others to racist organisations and groups
- Ridicule of an individual for cultural or religious differences e.g. food, music, dress, worship patterns, cultural lifestyle etc
- Refusal to cooperate with other staff or youth because of their race or ethnicity

The below protocols are in place for incidents of reported racism by LIFEbeat staff or volunteers.

Incident	Suggested Actions
Incitement of others to behave in a racist way	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member has perpetrated this offence, they are to be asked to leave the programme immediately 4. Programme Director to decide whether this incident should be reported to the police 5. Record as a Racist Incident in programme log.
Physical Assault against a person/group because of race and/or ethnicity	<ol style="list-style-type: none"> 1. Staff Member asked to leave the programme immediately and will not be employed by LIFEbeat for any future opportunities or programmes. 2. The Programme Director to inform the police of the assault.
Derogatory name-calling, insults, jokes about race and language	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member has used racist language, they are to be asked to leave the programme immediately. 4. Record as a Racist Incident in programme log.
Provocative behaviour such as wearing racist badges or insignia	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. Item of clothing or insignia to be removed from community spaces immediately. 4. If it is found that the staff member was engaging with racially provocative behaviour, they are to be asked to leave the programme immediately. 5. Record as a Racist Incident in programme log.

Incident	Suggested Actions
Racist materials such as leaflets, comics, magazines, computer software	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. Materials to be removed from community spaces immediately 4. If it is found that the staff member has knowingly engaged with racist materials, they are to be asked to leave the programme immediately 5. 4. Programme Director to decide whether this incident should be reported to the police. 6. Record as a Racist Incident in programme log.
Using Devices to access and distribute racist materials	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member knowingly distributed racist materials, they are to be asked to leave the programme immediately 4. LIFEbeat to notify the police. 5. Record as a Racist Incident in programme log.
Racist verbal abuse and threats	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member has been racially verbally abusive, they are to be asked to leave the programme immediately 4. Record as a Racist Incident in programme log. 5. Where appropriate, official report made to police and/ or social services about the incident
Racist comments during programme discussions, meetings/workshops	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member has made racist comments, they are to be asked to leave the programme immediately. 4. Record as a Racist Incident in programme log.
Attempts to recruit others to racist organisations and groups	<ol style="list-style-type: none"> 1. Staff Member asked to leave the programme immediately and will not be employed by LIFEbeat for any future opportunities or programmes 2. Where appropriate, official report made to police and/ or social services about the incident
Ridicule of an individual for cultural or religious differences e.g. food, music, dress, worship patterns, cultural lifestyle etc	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member has ridiculed an individual, they are to be asked to leave the programme immediately 4. Record as a Racist Incident in programme log.

Incident	Suggested Actions
Refusal to cooperate with other staff or youth because of their race or ethnicity	<ol style="list-style-type: none"> 1. Report concerns to Programme Director as appropriate 2. Programme Director to address concerns with staff member and launch investigation. 3. If it is found that the staff member has made a judgement about staff or young people on the basis of race, they are to be asked to leave the programme immediately 4. Record as a Racist Incident in programme log.

4. *Microaggressions and Covert Racism - Staff, Volunteers*

LIFEbeat commits to running pre-programme anti-racism and policy training for every staff member and volunteer who attends our programmes.

Where covert racism is reported the staff member(s) involved will be approached by the Programme Director who will launch an investigation. If it is judged that the staff member has knowingly engaged in covert racist behaviour and shows no willingness to challenge their behaviour, they will be asked to leave the programme.

This includes but it is not only limited to microaggressions or mirroring systemic racist behaviour towards another staff member or volunteer or youth. Examples include:

- wearing clothing, hair styles, symbols and objects that are culturally appropriated.
- talking about travels to countries without considering context and cultural sensitivity in relation to young people.
- mimicking accents and language used by young people or groups of people.
- singing and introducing songs from different cultures without proper understanding of the context or significance and without acknowledging the origins of the song.
- mimicking dances or movements from other cultures.
- offering ceremony or ritual from other cultures without proper understanding or reference
- asking BIPOC youth where their home country or country of origin is.
- dismissing a person of colour who brings up race or who comments on racial issues.
- denial of racism or white privilege by white staff.
- invasion of personal space and asking to touch the hair of a black or melanin rich person.
- referring to stereotypes about black youth or black people, including commenting on black youth being 'too loud'.
- claiming not to see colour or to notice someone's race.

Assessing the impact of microaggressions and covert racism requires judgement and self-awareness. Staff members who wish to discuss incidents that they have observed or who have concerns should speak to the Programme Director immediately as a first point of contact. If the Programme Director does not respond in a way which is deemed satisfactory, staff should escalate their concerns to LIFEbeat's CEO, Lucy Sicks. If the concerns are still not addressed or include concerns about the CEO, they can be escalated to the board of Trustees via board members Peter Wozny and Regina Allanah.

When concerns arise, the reporting and escalation structure is as follows:

Programme Director → CEO → Trustees, Peter Wozny and Regina Allanah

5. Microaggressions and Covert Racism - Youth

LIFEbeat is committed to creating an anti-racist environment that is held safe for all young people and staff. Young people who commit microaggressions or who mirror systemic racist behaviour on LIFEbeat programmes are to be supported in an opportunity to learn, grow and reflect on their behaviour. The following protocol is to be followed when young people engage in covert racist behaviours:

1. Report concerns to Programme Director as appropriate and Programme Leads consider bringing incident for discussion at community meeting*
2. Designated staff to give support to all those involved if needed
3. Programme Director or Family Group Parents to counsel youth concerned.
5. On-going support for the victim of the incident if needed
6. Record as a Racist Incident in programme log

6. Venues

LIFEbeat will consider programme venues in relation to historical links with racial oppression and slavery. No venue with direct links will ever be selected for LIFEbeat programmes. In all cases the stories of each programme venue will be made clear to all programme participants.

The LIFEbeat Board welcomes suggestions from the LB community on how this policy might be further improved or developed. Please contact Peter Wozny/Regina Allannah

10.10.2020