

Anti-Racism

Policy

January 2024

We respect and support each other, valuing our diverse community. We seek to care for and include everyone. We are safe, listened to and empowered to embrace challenges.

Vision '25

Wellbeing



"Education is the most powerful weapon which can change the world." Nelson Mandela, 2003.

Abbey Primary School recognises and values diversity. Learners should feel safe from racist incident and feel confident talking to staff and others if they feel at risk.

The school ethos is inclusive, and we endeavor to ensure that the school community feels safe, valued, and respected.

The school curriculum is inclusive, and issues of racism and bullying are addressed within it, specifically in PSHE.

Racism is:

Conduct or words or practices which disadvantage or advantage people because of their colour, culture, or ethnic origin.

A racist incident is any incident which is perceived to be racist by the victim or any other person. The term racist bullying refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin, or national status.

Within our school we acknowledge that racism exists in wider society.

- ▮ We listen to, and take what pupils are telling us very seriously, giving them time, when necessary, to express what they are feeling.
- ▮ It is important, in all considerations of racism, to start with the perceptions of people at the receiving end.
- ▮ Also, it is crucially important to note and encourage their resilience and resistance in developing a calm resolution not to let their experiences of racist intolerance get them permanently down.

- We record and act on racist incidents.
- Pupils know that racism will not be tolerated and that it will always be dealt with.
- Strategies for both prevention and intervention are in place.

Our approach to bullying incidents

Although we endeavor to provide a happy, safe environment for pupils, staff, and parents. (promoting an 'anti-racist' culture) we know that we may not be immune to incidents of racism. However, our approach to any incident is very clear.

- Racism of any kind is unacceptable and is immediately investigated.
- Strategies have been introduced to reduce the possibility of racism. These include raising awareness about racism and our policies relating to bullying, discipline, and positive behaviour. They increase understanding for those involved in racism; and teach pupils how to manage relationships in a constructive way.

Teaching and Support Staff

- Clear guidelines on positive behaviour management following our 'Ready, Respectful and Safe' ethos
- INSET training days and followed up in staff meetings/briefings
- SLT regularly reviewing Racist Incidents and triangulating evidence.

Governors

- By regularly reviewing Racist Incidents with the Chair of Governors
- Reporting to the Full Governing Body termly.

What happens when the school becomes aware of an incident?

The Headteacher should be informed of any racist incident in the first instance. The following procedures will be adhered to:

- Thank the person (child/children/parent/guardian) for telling you, and if appropriate, reassure them that they have done the right thing by telling you.
- Discuss the details of the racist incident with those directly involved, recording outcomes.
- Identify and any witnesses.
- Interview witness/es.
- Explain the allegations to the perpetrator(s) and ask them to tell the truth about the situation. Make it clear that this is only an investigation at this stage, but it is serious.
- If racism is admitted, make it understood that racism is not acceptable. Tell them what effect it has on the self-esteem and education of the person being abused as well as other children in the class/school.
- If the allegation of racism is denied, investigate further. If there is sufficient evidence that the racism occurred, inform the perpetrator.

- Consider what punishment is appropriate but a verbal and written apology is a minimum.
- Parents of the pupil subject to racism and the perpetrator will be informed by a member of SLT and given the opportunity to come to school to discuss the incident.
- Provide support for the child/children who have been subjected to racism. A mentor/named person will monitor and observe at break times and lunchtimes, and through discussion, make sure, there is no repetition.
- Provide support for the perpetrator. This may include a programme to support behaviour. A mentor/named person will support the child during this programme.
- Provide additional opportunities in PSHE for the children to discuss relationships, feelings and the effect racism can have on individuals. This will include re-iterating that it is OK for children to 'tell' a teacher when they witness, or are subject to, racism in the school.

Reporting

Racist Incidents are recorded internally (My Concerns) and these records are kept securely with safeguarding files in accordance with GDPR guidelines. A central form is also accessible to SLT which gives a brief overview.

Exclusions

In serious and persistent cases of racism the Headteacher may have to consider excluding a pupil.

In general, this involves the following:

- The Headteacher will be responsible for the exclusion of pupils. The Deputy has the delegated responsibility to take this action if necessary.
- When the decision is taken to exclude a pupil parents will be informed.
- All exclusions will have regard to the guidance issued within current guidelines.

Dissemination of Information and Review of this Policy

Children are made aware of this Policy through assemblies and PSHE lessons.

The key principles are also supported by several events related to promoting positive behaviour, anti-bullying and citizenship.

Racist Incident record for SLT

Date	Incident	Victim	Year Group	Ethnicity	Action taken
		Perpetrator	Year Group	Ethnicity	Action taken

To be reviewed January 2025