St Mary's CE Primary School Anti-Racist Policy

1. Policy Statement

At St Mary's CE Primary School, we believe that every member of our community is made in the image of God and is of infinite worth. We are committed to creating a learning environment that celebrates diversity, promotes equity, and actively challenges racism in all its forms.

Racism—whether intentional or unintentional—has no place in our school. We will not tolerate discrimination, harassment, or exclusion on the grounds of race, ethnicity, nationality, or culture. Our aim is to build a school culture that is **actively anti-racist**, not simply non-racist.

2. Aims and Objectives

Through this policy, St Mary's CE Primary School aims to:

- Ensure that **racism is identified, challenged, and eradicated** wherever it occurs.
- Foster a **safe and inclusive environment** where all pupils, staff, and families feel valued and respected.
- Equip pupils with the knowledge, empathy, and courage to challenge injustice.
- Promote a **curriculum that reflects the diversity of the world** and the contributions of all cultures.
- Ensure equitable access to opportunities, resources, and outcomes for all pupils.
- Reflect the **Christian values** of love, respect, and justice in every aspect of school life.

3. Legal and Policy Framework

This policy is underpinned by the following legislation and guidance:

- The **Equality Act 2010**
- The **Human Rights Act 1998**
- **Ofsted Education Inspection Framework** (2022)
- The **Church of England Vision for Education (2016)**
- The **UN Convention on the Rights of the Child** (Article 2 – non-discrimination)

4. Definitions

- **Racism:** Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
- **Anti-racism:** The conscious and deliberate effort to identify, challenge, and eliminate racism by changing systems, structures, policies, and attitudes.

- **Racial discrimination:** Unfair treatment of individuals or groups based on race, colour, ethnicity, or national origin.

5. Implementation

a) Leadership and Governance

- The **Headteacher** and **Governing Body** hold overall responsibility for ensuring anti-racist practice throughout the school.
- A named **Anti-Racism Lead** (a member of SLT) will monitor, support, and review progress.
- All incidents of racism will be reported to governors through safeguarding reports.

b) Curriculum and Teaching

- The curriculum will:
    - Reflect diverse histories, cultures, and perspectives.
    - Challenge stereotypes and promote critical thinking about bias and inequality.
    - Include texts and resources authored by people from a range of ethnic backgrounds.
- Staff will use inclusive language and ensure representation in displays and learning materials.

c) Staff Training and Development

- All staff will receive **annual anti-racism and unconscious bias training**.
- New staff and governors will be inducted in the school's anti-racist principles and procedures.
- Ongoing professional development will support reflective practice and inclusive pedagogy.

d) Pupil Voice and Empowerment

- Pupils will be taught to recognise and challenge racism through PSHE, RHE, and collective worship.
- A **Pupil Diversity and Equality Council** will help shape initiatives and feedback on school culture.
- Incidents of racial bullying will be addressed swiftly, with restorative practices used where appropriate.

e) Parental and Community Engagement

- The school will work in partnership with parents, carers, and local community groups to promote anti-racism.

- Communication will be open and respectful, ensuring families feel empowered to raise concerns.
- Celebrations of culture and heritage (e.g., Black History Month, Refugee Week) will be integrated throughout the year.

6. Responding to Incidents of Racism

All reported incidents of racism will be:

1. **Taken seriously and investigated promptly.**
2. **Recorded** in the school's behaviour or safeguarding system (CPOMS).
3. **Reported to the Headteacher** and, where appropriate, the governing body.
4. **Addressed with appropriate sanctions and restorative actions.**
5. **Used as a learning opportunity** to educate and prevent recurrence.

The school will also provide support for any victims of racist behaviour and ensure communication with parents or carers of all pupils involved.

7. Monitoring and Evaluation

- The Anti-Racism Lead will conduct **annual reviews** of progress and report findings to the Governing Body.
- Pupil, staff, and parent surveys will help assess impact and identify areas for improvement.
- The policy will be reviewed **every two years** or sooner if required by legislation or events.

8. Linked Policies

This policy should be read alongside:

- Uniform Policy
- Behaviour Policy
- Safeguarding and Child Protection Policy
- PSHE / RHE Policy
- Staff Code of Conduct

9. Policy Review

Approved by Governors
Next Review Due: September 2027
Responsible Lead: Rochelle Sylvester