



Anti-Racism Policy

June 2025

Headteacher	Date 02.07.25
Chair Of Governors	Date 02.07.25

Contents

1. Legal framework.....	3
2. Responsibilities	3
3. Definition Of Racism.....	3
4. Racial Harassment.....	4
5. Prevention:	5
6. Incidents Occurring In The Local Community	5
7. Involving Parents Of Alleged Victims Or Perpetrators	5
8. Monitoring and Review	6

Statement of intent

All pupils at Peters Hill Primary School have the right to be treated with respect and to feel safe in every aspect including, regard to their individual ethnic background.

Peters Hill Primary School will not tolerate any intentionally hostile or offensive acts or incitement to commit an act that interferes with the peace and comfort of another.

Pupils have a right to receive their education in an environment which is free from humiliation, oppression or abuse. Children, parents and staff should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with and that help and support will be given to all involved.

In addition, protecting pupils from the risk of radicalisation is also part of the schools wider safeguarding duties.

Peters Hill Primary School will not tolerate any form of racism or racist behaviour.

1. Legal framework

- 1.1. This policy has due regard to the following legislation and guidance, including, but not limited to the:
 - Keeping Children Safe in Education
 - The Equality Act 2010
 - Equality and Human Rights Commission (EHRC)
 - DfE Preventing and Tackling Bullying
 - BullyingUK
 - Childline
- 1.2. This policy is designed to be used in conjunction with other school policies such as:
 - Child Protection and Safeguarding Policy.
 - Anti-Radicalisation Policy
 - Anti-Bullying Policy
 - SEND Policy

2. Responsibilities

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Parents/carers to support their children and work in partnership with the school
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
- Pupils to abide by the policy.

3. Definition Of Racism

Racism is when a person has deliberately been abused, harassed or discriminated against, or perceives this to be the case, in relation to their racial, ethnic or religious identity.

3.1

Good Practice:

- Our school community recognises and nurtures the identity of children of all races and cultures
- Our school strives to develop positive anti-racist language, awareness, images and strategies in order to create policies, practice and an environment which reflects that people are equally valued and that harassment will not be tolerated
- Our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which is positively valued
- Our school will provide positive images and role-models in resources and displays which reflect the experiences and backgrounds of all children in our multicultural society
- Our school will make sure that we examine existing resources to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated
- Through PSHE, school assemblies and curriculum, pupils will be shown that racism, in any form, is unacceptable

- The curriculum promotes access and success for all pupils and reflects ethnic, cultural and religious diversity
- Our school will explore with children at the appropriate level, issues of racism and equality, inviting them to develop strategies of promoting justice and challenging injustice
- Pupils who are bilingual, or those with English as an additional language, have their specific needs addressed
- Pupils have self-respect, show respect for others, recognise and value diversity
- Pupils should ask for help from staff in defusing a difficult situation, pupils should not retaliate
- Positive steps are taken to encourage and enable all parents to participate effectively in their children's care and education
- Parents and other positive role models from the community are encouraged to share their knowledge, skills and expertise

3.2

The Role of All Staff:

- All staff, teaching and non-teaching should be vigilant in class and in the playground at all times, in order that racist behaviour does not go undetected
- All staff should take action as soon as possible and ensure that all interaction is carried out privately e.g. away from the group
- Staff should remain calm and take time to listen impartially to all involved
- Staff should avoid labelling pupils as 'racist' and 'victim' – after an incident both pupils may need support to rebuild or reinforce self-image and self-esteem
- All reports of racist incidences must be recorded and sent to a member of the Senior Leadership Team. The school will contact parents/carers of the pupils involved as appropriate and suitable next steps will be discussed with all parties involved

4. Racial Harassment

This can include:

- Physical assault
- Verbal and non-verbal abuse and threats
- Derogatory name-calling, insults and racist 'jokes'
- Feeling 'left out' or treated differently
- People making assumptions about you because of your religious beliefs, race, colour, ethnicity or language
- Racist graffiti / written derogatory remarks
- Wearing racist badges
- Carrying or distributing racist material such as leaflets/comics
- Incitement of others to behave in a racist manner
- Racist comments in the course of discussion in lessons (unless part of a study on racism within the curriculum)
- Attempts to join/recruit for racial organisations or groups
- Ridicule an individual for cultural differences
- Refusal to co-operate with others because of their religious beliefs, race, colour, ethnicity or language
- Accessing racist material on the internet

5. Prevention:

To prevent incidents of racism the school will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration, and care for others.
- Provide on-going training and education to the governing body, staff and its students on issues relating to anti-racism, including guest speakers (not limited to internal speakers).
- Recognise that racist behaviour can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate racism and bullying, for example children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality, or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of Ambition, Belief, Compassion, Pride and Respect.
- Challenge, fully investigate incidents and issue the appropriate sanction and training/support when necessary.
- Celebrate success and achievements to promote and build a positive school ethos.
- Supply a range of approaches for pupils, staff and parents/carers to access support and report concerns.

6. Incidents Occurring In The Local Community

When racist incidents occur outside school and are brought to the attention of staff via a third party the Headteacher may consider discussing such situations with police.

7. Involving Parents Of Alleged Victims Or Perpetrators

Parents of alleged victims and perpetrators will be informed of an allegation either by telephone / letter or both. Parents will be given regular progress updates and will be informed of outcomes. Concerns from parents will be responded to in an appropriate manner. Some parents may require interpreting / translation support in order to engage in a meaningful way with discussion and decision making. The Senior Leadership Team will endeavour to ensure that appropriate support is provided.

Supporting Pupils Through Positive Intervention

Pupils and parents should understand that all allegations of racist incidents will be treated with utmost seriousness. The Senior Leadership Team are responsible for deciding how to respond to particular incident's and should consider:

- The age of the individuals
- The nature of the incident
- Whether there are any behavioural needs which could affect an individual's behaviour towards others
- Whether there have been any previous racist incidents involving those individuals
- What action should be taken
- Their duty of care to all pupils involved

8. Monitoring and Review

The policy will be reviewed annually by the Safeguarding Officer and in the event of any changes, the policy will be amended. This will then be reviewed by the Headteacher / SLT / Governing Body.

The Headteacher will monitor racist incidents and records termly. These will be reported to the Governing Body.

Teaching staff will regularly monitor teaching materials, schemes of work, school displays and written communications to check for any discriminatory content. Teachers will collate information of all incidents and then log them.