



Arden Primary School



At Arden Primary School we believe that our children, whatever their needs, deserve a broad and imaginative curriculum that enables them to become independent and resilient learners who develop into respectful citizens of the future with high aspirations.

Arden Primary School

ANTI-RACISM POLICY



Date of policy - June 2024

Date for review - June 2026

INTRODUCTION

Arden Primary School will not tolerate any form of racism and is committed to an anti-racist ethos. Our aim is to eliminate unlawful racial discrimination and to promote equal opportunities and good race relations in all areas of school life. The school's anti-racist policy and practice help to identify, challenge and change those attitudes which lead to negative discrimination against people on the basis of their race, colour, nationality, culture, language or religion.

This policy sets out the school's approach to preventing and dealing with racism and racist incidents as per the Race Relations Act 1976 and Equality Act 2006 working within the National Curriculum. This will support our school in providing a safe and secure environment in which all members of the school community show respect for and value one other.

Our school has adopted the definition of racism as defined in the Macpherson Report which was prompted by the racially motivated killing of Stephen Lawrence in 1997. In the report racism is defined as:

“the conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as its more overt form”

Schools are required to use the following definition for recording and reporting to racist incidents: **‘any incident which is perceived to be racist by the victim or any other person’**

Our commitment to tackling racial incidents in schools is central to our ethos and ongoing effort to discourage anti-social behaviour and promote inclusive learning. The policy is part of promoting good behaviour in school and links to the following policies-

- Behaviour Policy
- Anti-Bullying Policy
- Relationships Policy
- PSHE Policy
- Attendance Policy
- SEND Policy
- Safeguarding Policy

CONTEXT OF THE SCHOOL

Arden Primary is a large three form entry primary school in Stockport. There are 530 pupils at Arden with children coming from a wide range of backgrounds and cultures. Our school receives children from a local hotel which supports families seeking asylum and currently there are 6% of our cohort for whom English is an additional language.

AIMS

The primary aims of Arden Primary School are to educate by working within the National Curriculum, which promotes the spiritual, moral, cultural, mental and physical development of its pupils. By doing so we will develop a society which is built on mutual respect and trust.

We recognise that the population of the United Kingdom is changing and as such we must constantly review our policies and procedures to ensure that our school practice reflects the ever changing context in which we work.

Arden Primary School is an anti-racist establishment and is committed to addressing racism in any forms and will not tolerate it. Pupils are encouraged to enjoy the multi-culturally diverse nature of our society and have the opportunities to celebrate the world as it is. On such foundations our children will develop positive attitudes toward modern British society.

Our pupils will know and understand from an early age what constitutes a racist remark or action and why it is offensive. They will learn to accept and respect names from other cultures, languages from other cultures and religions from other cultures.

The policy aims to ensure that:

- Arden Primary School will promote race equality and all pupils will be provided with opportunities to study their own values and those of others
- We promote an inclusive ethos that focuses on respecting one another and celebrating difference and diversity, where racism is never acceptable.
- All pupils have the right to learn in an environment where they feel safe and happy.
- Governors, teaching staff, support staff, pupils, parents and carers will understand what constitutes a racist incident.
- Governors, teaching staff, support staff know what the school policy is on preventing racism and dealing with it if it occurs.
- Pupils and parents/carers know what the school policy is on racism, and what they should do if a racist event occurs, what they can expect of the school in dealing with racism and what the school is doing to prevent racist incidents.

- Ensuring existing school policies address inappropriate behaviour around racism and other discriminatory practices.
- Bullying and prejudice based language of any kind involving pupils, adults, staff or parents/carers is unacceptable and will not be tolerated at our school.
- Preventing and tackling racism is part of the school's approach to promoting good behaviour and is supported by our ongoing commitment to providing a safe and respectful learning environment.
- Recording and reporting racist incidents to the appropriate authorities both internal and external to the school to endeavour to eradicate such behaviour.

POLICY DEVELOPMENT

Arden Primary School's anti-racism policy was written in conjunction with children, staff, parents and governors.

Lead staff member; Mr Andy Briggs (headteacher)

Link governor: Mrs Francesca Singh-Bhaker

OUR ROLES AND RESPONSIBILITIES

- The headteacher will have overall responsibility to ensure the effective implementation of the school's anti-racist strategy
- The headteacher will ensure that the policy is implemented and reviewed regularly.
- The headteacher will provide a termly report of incidents of racism to the governing body
- The headteacher will ensure that all staff receive sufficient training to be equipped to identify and deal with racist incidents.
- Senior management will provide clear guidance and support for staff in taking forward an anti racist approach.
- Senior management will support the child who has been subject to racism.
- Senior management will discuss the incident with relevant staff to identify any further support needs for the pupils involved-both the pupil who has been the victim and the pupil who has committed the racist incident.
- All members of staff will record and report incidents of racism quickly
- All our staff are expected to show a strong commitment to equality and fairness

- All staff in our school take all forms of racism seriously and intervene to prevent incidents from taking place.
- Staff will support all the children in our school and through their actions establish a culture of trust and respect for all.
- Pupils' names will be accurately recorded and pronounced correctly
- We recognise that the behaviour of all staff in our school will be seen as model behaviour. Thereby it is imperative that at all times staff demonstrate tolerance, understanding care towards all the children in our community
- Lunchtime supervisors have a special responsibility to be alert to any sign of racism during the longer playtime break.
- Pupils who are bilingual, or those with English as an additional language, will be supported to have their specific needs addressed.
- 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.




PREVENTION


Our approach to preventing racism within our school involves direct teaching about racism and its effects, celebrating difference and diversity and promoting equality, inclusiveness and positive behaviour.

We do this through:

1. Whole school ethos and environment
2. Whole school activities
3. Curriculum
4. Involving pupils
5. Training and support for staff
6. Partnerships with parents, carers and communities

Whole school ethos and environment	Whole school activities
<ul style="list-style-type: none"> ● We aim to create a positive, safe and inclusive environment which values diversity. ● We have high expectations of children's behaviour to show respect for each other and accept responsibility for their behaviour. ● Staff model positive behaviour and communication skills both with pupils and other adults in the school. ● We teach children the kind of behaviour we expect and reward good behaviour. ● Staff always challenge children when they use prejudice, biased and racist language; explaining why it is wrong and how hurtful it can be. ● We encourage children to tell an adult if they are worried or upset about anything. 	<ul style="list-style-type: none"> ● We have introduced restorative approaches for dealing with conflict. ● We support and promote national campaigns including Black History Season and Anti-Bullying Week. ● We have a specific focus on the role of bystanders and teach children that if they witness racism they should report it to a teacher or trusted adult. ● We teach about equality and actively challenge racial stereotypes and promote equality through displays, stories and images. ● We are a UNICEF Rights Respecting School which upholds the rights of the child. Articles 2 and 14 refer specifically to discriminatory behaviours and we identify racist behaviour as an infringement of a child's rights

Curriculum	Involving pupils
<p>Anti-racism is covered broadly in the curriculum, covering the statutory content and with a focus on types of racism, the impact and how to report and get help, healthy and unhealthy relationships, respect for difference, stereotyping and its consequences, prejudice and discrimination. Our curriculum actively seeks to function as a mirror and a window in order to reflect the world we live in.</p> <p>In PSHE and Relationships Education pupils learn:</p> <ul style="list-style-type: none"> • What bullying is and different types of bullying including racist bullying, online/cyberbullying, homophobic bullying and the impact of bullying on the person, relationships and mental health and how it can develop into prejudice and discrimination. • The importance of respect for others, being inclusive and celebrating difference and diversity • That difference is positive and that we are all unique. • Skills to manage feelings, develop empathy, resolve conflict fairly, to cope with friendship problems and make and maintain healthy relationships. 	<p>We want all pupils to contribute to the development of the school's approach to tackling and preventing racism, including when they might be bystanders. We involve pupils through the school council and through feedback on the development of anti-racist resources and lessons.</p> <p>We ensure that all children:</p> <ul style="list-style-type: none"> • Understand that the school is opposed to any form of bullying or harassment including racism or racial harassment. • Know how the racial incident procedure works and are encouraged to use it without fear of victimisation. • Understand that all racially motivated incidents are recorded and reported and that serious incidents are reported to the police. • Know what sanctions and support are available. 

Training and support for staff	Partnerships with parents, carers and communities
<p>We have annual safeguarding training which includes an update of this policy and to ensure that staff know how to identify racism, what to do if it occurs and how to prevent it. We include all school staff, including support staff, site staff, office staff to ensure a consistent approach and also because pupils may disclose details of a racist incident to any member of staff.</p> <p>All staff can:</p> <ul style="list-style-type: none"> ● Recognise a racist incident. ● Respond appropriately when they witness a racist incident or one is reported to them. ● Understand the school's policy and procedure and the need for consistent responses and sanctions. 	<p>We believe that parents and carers have a crucial role in supporting the school's anti-racist policy and in actively encouraging their child to be a positive member of the school.</p> <p>We have an annual school survey for parents and carers which includes questions about how well they think the school is doing.</p> 

WHAT WE WILL DO IF A RACIST INCIDENT IS REPORTED

We will not tolerate any racist behaviour and aim to have a consistent approach throughout school to deal with racism and to investigate all reports. We recognise that a report of a potentially racist incident may include but not be limited to:

- Derogatory name-calling, insults and racist jokes
- Incitement of others to behave in a racist manner
- Racist comments in the course of discussion in lessons
- Refusal to cooperate with others because of their colour, ethnicity or language
- Ridicule an individual for cultural differences
- Written derogatory remarks
- Physical assault
- Racist graffiti

Any report or allegation of a potentially racist incident requires an investigation even if it is found to have been unsubstantiated. While some investigations will be very simple, others may require witness statements or other supporting documentation. This information will be uploaded to our online reporting platform (CPOMS)

In all cases:

- Records relating to racist incidents will be treated as highly confidential and must be uploaded by the relevant member of staff to CPOMS.
- If there is a detailed investigation (e.g. including witness statements), records of the investigation should be uploaded onto the CPOMS platform.
- Analysis of CPOMS will enable us to learn from particular incidents, highlight trends and monitor progress.
- Any summary of incidents or monitoring reports by the school which will be shared with governors, leadership team, staff or the wider school community must not disclose the identity of any individuals involved in racist incidents.

We will:

- Identify a senior member of staff to investigate the incident thoroughly.
- Support the child, with a translation service where required, and talk with them about what has happened and what they would like to happen.
- Investigate the incident and talk to each child involved including bystanders, separately to find out what has been happening and why.
- Tell the parents/carers involved and keep them informed of how the incident is being dealt with and whether the racism has stopped.
- Talk with others who have been bystanders to the racism about how they could stop this behaviour in the future and how they can be an ally.
- Keep the situation under regular review to ensure that harassment, abuse or victimisation has stopped and that the victim feels safe.
- Record the incident and actions on CPOMS.
- Consider any curriculum implication including the need for a school assembly or lessons, changes to the behaviour code or any policies.
- Support for the victim and/or the alleged perpetrator.
- Use the appropriate behaviour sanction in line with our school's behaviour policy. This may include a Restore and Repair in the initial incident or consideration of an internal or external suspension based on the severity of the incident or in the event of repeated behaviour.
- Consider if there is a child protection issue in this case.
- Consider seeking advice from the Local Authority Officer.

RACIST BULLYING

Where there is evidence that a number of individual racist incidents have been perpetrated against the same child/young person, staff should be vigilant to the possibility that the individual could be experiencing the effect of bullying (i.e. a sense of powerlessness, isolation and distress). The steps taken to resolve alleged racist and bullying incidents are the same i.e. reviewing the situation and providing support to, and challenging the behaviour of, those involved.

The Governing board will be informed of all racist incidents and will consider the school response.

School will also report all incidents of hate to the local authority.

INVOLVING PARENTS OF THE PERSON HARMED AND THE PERSON CAUSING HARM

Parents of alleged victims and the person causing harm will be informed of the allegation by telephone, and this will be followed up with a letter and a meeting as necessary. Parents will be given regular progress reports when an alleged incident is being reviewed and will be informed of the outcomes.

Concerns from parents will be heard and responded to in an appropriate manner and timely manner

VIOLENCE AGAINST STAFF

Staff who are threatened by a parent or pupil must report the incident immediately. We will if deemed appropriate report any behaviour we consider to be criminal and will support individual colleagues in such circumstances. **We will not tolerate acts of hate.**

ACCESS TO TRANSLATION SERVICES

Some parents may require interpreting/translation support in order to engage in a meaningful way with discussion and decision making. This service will also be made available to children as necessary. Senior Management should endeavour to ensure that appropriate support is provided. Parents should always be informed of their right to be supported by translation/interpreting services where needed. School will use services such as The Big Word to assist with translation and contact Stockport's Ethnic Diversity Service as required.

SUPPORT FOR PUPILS AND PARENTS

Advice to parents:

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism->

[racial-bullying/](https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism-racial-bullying/)

Advice to pupils:

If you are a victim of racism (whether in or outside of school), it is very important to tell somebody you trust. You can tell a member of staff or anyone you want to talk to. If you cannot tell anyone at school, you can tell your parents who will tell us.

You can also email, text and have an online chat with a counsellor at Childline. Their website is: <https://www.childline.org.uk/>

Friends of those targeted by racism should tell staff or a parent:

Nobody deserves to be racially mistreated, remember, you have a right for this not to happen to you and it is not weak to tell someone.

Advice to bystanders:

Do not ignore or support racist behaviour if you see it happening to someone else. If you do see someone being treated in a racist way please:

- Do not join in even if you feel pressured to do so.
- Tell a member of staff what you have seen.
- Tell your parents or carers or someone else you trust.