



## **ANTI-RACISM POLICY**

*By the end of Year 2, children will know what racism is, understand why skin colour difference exists and be aware of the need to be little allies to each other.*

*By the end of Y6, children will be able to know what racism, prejudice, micro-aggression and discrimination mean. They should also understand that being a global citizen means that one should embrace all languages, skin colours, religions and cultures.*

This policy was reviewed:	January 2023
This policy was ratified by Full Governing Body (if applicable):	Not applicable
This policy will be reviewed again:	January 2025
Governor committee responsibility:	Achievement & Families Committee
Statutory Policy?	No

## Overarching Aim:

*To develop an understanding and respect of the diversity within our schools' communities, and to prepare our children to be good global citizens who make a difference to the diverse society in which we live.*

At Carlisle Infant School and Hampton Hill Junior School, we are committed to ensuring that individuals and groups are not disadvantaged because of their race, culture, ethnicity, nationality or religious background.

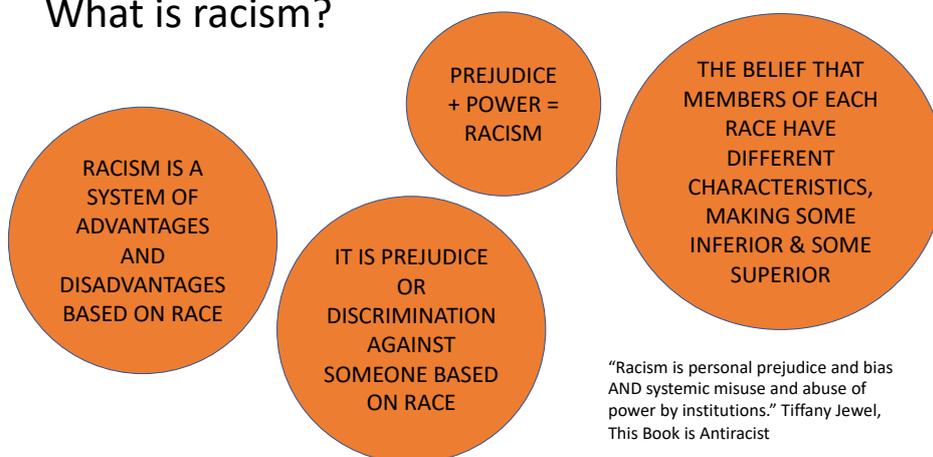
No pupil, employee, parent, or member of our community should experience racism within the learning or working environment of our school. We recognise and acknowledge that eradicating racism and discrimination in our learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all members of the school community. As schools, we proudly welcome the diversity of cultures, backgrounds, faiths, and beliefs and celebrate the diverse ethnic heritage of all of our pupils, staff and others associated with the schools. We aim to continue developing an inclusive school culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote pupil and staff wellbeing and help everyone to achieve their full potential.

## Racism definition

With the children we define racism as, ***treating people differently, and unfairly, because of their skin colour, where they come from or their family traditions.***

For the staff and adults in our school community, we have found the following definition of racism helpful.

## What is racism?



Carlisle Infant School and Hampton Hill Junior School are committed to being anti-racist establishments and we expect **all** members of our school community to support this.

## Expectations

**Pupils will** treat each other with kindness and respect in line with our school rules and expectations such as the Carlisle Infant School Golden Rules, *'We are kind and helpful – We don't hurt anybody's feelings'* and *'We are gentle - We don't hurt others'*.

**Parents will** support the school by embracing the diversity in our school community, by supporting their children to be aware of difference and through modelling the behaviour and attitudes to support our aim.

**Staff will** engage in on-going CPD recognising the need to educate themselves so that they can support pupils in becoming anti-racist as they grow up. Staff will continue to engage in conversations around race, addressing topics which come up and recognise this may feel uncomfortable at times.

**Staff will** ensure they provide positive images and role models in lessons, resources and displays reflecting the wide diverse ethnic heritage of society, and also ensuring that all our pupils feel a sense of belonging. Staff will think carefully about stereotypes and will ensure they pre-read texts so they can address misconceptions or concerns as they arise.

**Staff will** review the curriculum, texts and resources on an on-going basis to ensure children benefit from high quality content and resources depicting the diverse world in which we live and which are in line with our aim to become an anti-racist school. Staff will also use opportunities in Key Stage One and Two to teach sensitively about varied, key figures that have experienced racism alongside the positive message of the progress made towards racial justice and a brighter future.

**Governors will** ensure that all staff understand and implement this policy, staff training needs on anti-racism are met and the policy is communicated to those associated with the school. Governors will also ensure that they are made aware of all racist incidents.

## Legislation

This policy and any actions that arise as a result of it, take into account current statutory requirements, in particular, we reference:

- The Race Relation (Amendment) Act 2000
- The Equality Act 2010
- The Children's Act 2004
- The Employment Act 2008

Under Section 71 of the **Race Relations (Amendment) Act 2000**, Carlisle Infant School has a legal duty to ***"eliminate unlawful racial discrimination and promote equality of opportunity, and good relations between persons of different racial groups"***.

In addition, **The Equality Act 2010** makes it unlawful for the school to discriminate against, harass or victimise a child:

- a) in relation to admissions;
- b) in the way it provides education for pupils;
- c) in the way it affords access to a benefit, facility or service;
- d) by excluding a pupil; or
- e) by subjecting them to any other detriment.

## What is a racist incident?

At Carlisle Infant School and Hampton Hill Junior School, we define a racist incident as ***one which is perceived by the victim or anyone witnessing the incident, to be motivated by hostility or prejudice based on colour, ethnicity, or place of origin.***

As a staff, we are working together to unpick what we view as racist incidents and how we respond to them. A programme of CPD is in place to support this.

## Reporting racist incidents

All members of our school community, including parents and carers, should feel confident that if a racist incident occurs, it will be thoroughly investigated and dealt with and that help, and support will be given to all involved.

### Children can do this by:

- Using Worry Boxes in class – Raising their concern by writing a note to the class teacher or marking a card, supported by pictorial symbols to tick where they need help
- Talking to staff members

Children will feel supported to do this by knowing they will be taken seriously and listened to, a message reinforced during PSHE circle times and as a part of assemblies.

### Parents/members of the school community can do this by:

- Sharing concerns with Class Teachers or Year Group Leaders
- Meeting with Headteachers/Deputy Headteachers
- Using our safeguarding email address at Carlisle Infant School: [safeguarding@carlisle.richmond.sch.uk](mailto:safeguarding@carlisle.richmond.sch.uk) or for Hampton Hill Junior School [student@hamptonhill.richmond.sch.uk](mailto:student@hamptonhill.richmond.sch.uk) to share concerns around racist incidents experienced or witnessed

Parents/members of the school community will feel supported to do this by knowing that they will be listened to and taken seriously.

### Staff can do this by:

- Completing a Racist Incident Concern Form
- Sharing concerns with Headteacher/Deputy Headteacher

Staff members will feel supported to do this by knowing that they will be listened to and taken seriously.

## How we deal with racist incidents

1. Incident reported to school by pupil/parent/member of staff
2. Staff member reports incident to Headteacher/Deputy Headteacher and completes Racist Incident Form
3. Headteachers/Deputy Headteachers review incident and nominate a member of Senior Leadership Team to investigate what has happened
4. Statements taken and recorded
5. Parents of both parties informed of incident
6. Appropriate consequence and support put in place and communicated to parents and school staff as needed
7. Restorative work started by school
8. Restorative work to be reviewed
9. Monitoring of all parties involved, any concerns recorded and actions put in place
10. Termly reporting of racist incidents to the Local Authority

### **Monitoring racist incidents**

Records of racist incidents are recorded on the Racist Incidents Log including action taken and outcomes. They are also logged on CPOMS (our secure database for recording and monitoring incidents relating to safeguarding matters). Racist incidents are reported to the Local Authority termly. This policy will be reviewed every year, or earlier if necessary.

### **Procedure for dealing with alleged racist incidents involving a staff member**

All incidents should be reported to the Headteacher or Deputy Headteacher immediately.

This includes incidents where a staff member is racist towards a pupil, where a staff member is racist towards another member of staff or towards a parent or visitor.

The incident will be logged and investigated by the Headteacher or a member of the Senior Leadership Team.

If you wish to discuss any aspect of this policy, please do approach any member of staff or speak to the Headteacher/Deputy Headteacher. We welcome dialogue on this from any member of our school community.

If you are uncertain about whether something is a racist incident or not please do mention it to a member of staff or talk to the Headteacher/Deputy Headteacher. This may be something that your child has overheard in the playground or seen in a book, or it may be a comment that has made you or your child feel uncomfortable. We realise that seemingly small, possibly unintentional comments can have big impacts.

Please share with any member of staff any comment(s) that has made you or your child feel uncomfortable.

## **Appendix 1 – Anti-Racism Glossary**

*On this page, you will find a list of working definitions we have agreed for use in our school and by all stakeholders. They may be based on reputable literature or our own education and experiences. They are by no means the only possible definitions as language is fluid and constantly changing across time and space.*

<https://www.theantiracisteducator.com/glossary>

### **Micro aggressions:**

*“The everyday slights, indignities, put-downs and insults that members of marginalised groups experience in their day-to-day interactions with individuals who are often unaware that they have engaged in an offensive or demeaning way.” Dr Derald Wing Sue*