

# Longmoor Primary School

## Anti-Racism Policy

2023 - 2025



<b>Chair of Governors</b> <i>Signature: Jane Wright</i>	<b>Date: 27<sup>th</sup> September, 2023</b>
<b>Chair of Governors</b> <i>Signature: Jane Wright</i>	<b>Date: 29<sup>th</sup> September, 2021</b>
<b>Chair of Governors</b> <i>Signature: Jane Wright</i>	<b>Date: 25<sup>th</sup> September, 2019</b>
<b>Chair of Governors</b> <i>Signature: Linda Fitch</i>	<b>Date: January 2018</b>

## **LEGAL DUTIES**

Longmoor Primary School welcomes its duties under the Race Relations (Amendment) Act 2000. As such we are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination.
- Making our school a safe, warm and welcoming place for all.

## **GUIDING PRINCIPLES**

In fulfilling the duties listed above, we are guided by three principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

## **THE FULL RANGE OF SCHOOL POLICIES AND PRACTICES**

We ensure that the principles listed above apply to the full range of our policies and practices including those which are concerned with:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

## **ADDRESSING RACISM AND XENOPHOBIA**

Longmoor Primary School is opposed to all forms of racism forms which are directed towards religious groups and communities, for example Islamophobia, and against travellers, refugees and asylum-seekers and xenophobia, including those.

## **CATEGORIES OF RACIST BEHAVIOUR**

- Physical assault because of colour of skin and/or ethnicity
- Derogatory name calling, insults and/or racist jokes.
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia.
- Bringing racist materials, such as leaflets, comics or magazines into school.
- Verbal abuse or threats
- Incitement of others to behave in a racist way.
- Racist comments in the course of discussion in lessons or anywhere in school.
- Ridicule of individuals for cultural differences e.g food, music, dress etc.
- Refusal to co-operate with other people because of their ethnic origins

## **RESPONSIBILITIES**

**The governing body** is responsible for ensuring that the school complies with legislations, and that this policy and its relating procedures and strategies are implemented.

**The Head teacher** is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

**All Staff** are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; and to incorporate principles of equality and diversity into all aspects of their work.

## **INFORMATION AND RESOURCES**

We will ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents. A copy will be published on the School Web Site and a summary included in the Annual School Prospectus.

All staff and governors will have access to published resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail as they are available.

## **RELIGIOUS OBSERVANCE**

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **ANNUAL REVIEW**

The policy and practice will be reviewed annually and any modifications or actions required will be implemented. The Head teacher will report to the governors at least annually on the effectiveness of the policy.

## **BREACHES OF THE POLICY**

Breaches of the policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Head teacher and the governing body.

## **MONITORING AND EVALUATION**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy and make adjustments as appropriate.