

Wessex Gardens

Primary and Nursery School



Anti-Racism Policy



2023 - 2024

At Wessex Gardens, we believe that every child has the right to feel safe and to be protected from any situation or practice that could result in them being harmed. Each child's welfare is of paramount importance and we are committed to safeguarding and promoting the welfare of all children in our care, and we expect all staff, governors, placements and volunteers to share this firm commitment.

Growing Together

Wessex Gardens Primary and Nursery School is a place where we grow kind, confident, resilient and independent lifelong learners in a trusting and honest environment. Here everyone is welcome and valued. We are motivated and supported to reach our full potential as we continue to aspire to excellence.

This policy was ratified by the governing body on 28th November 2023.

Approved by:	Alexander Banks	Jill Summers
Designation:	Headteacher	Chairman of the Governing Body
Signed:	 	
Review Date	September 2024	

INTRODUCTION/RATIONALE

Wessex Gardens Primary and Nursery school will not tolerate any form of racism and is committed to the development of an anti-racist ethos. The school anti-racist policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their race, ethos, nationality or ethnic origin.

Aims

- It is the right of every child to an education that is aimed at developing their personality, talents, mental and physical abilities of the individual to their fullest potential
- Wessex Gardens Primary and Nursery School will promote race equality and all pupils will be provided with opportunities to study their own values and those of others, appreciate diversity and develop respect for others
- Wessex Gardens Primary and Nursery School will support equality, justice and mutual respect

Good Practice

- Senior Leaders and staff show a strong commitment to equality and fairness.
- Senior Leaders provide clear guidance and support for staff in taking forward race equality.
- The curriculum promotes access and success for all pupils and reflects ethnic, cultural and religious diversity.
- Pupils' progress and achievements are monitored effectively and appropriate steps are taken to ensure that all pupils fulfil their potential.
- Pupils who are bilingual, or those with English as an additional language, have their specific needs addressed.
- Staff have high expectations of pupils' achievements and pupils have high expectations of themselves and others.
- All members of the school community show commitment and contribute positively to the school's strategies for tackling racism and promoting race equality.
- Pupils have self-respect, show respect for others, recognise, and value diversity.
- 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.

Racial Harassment

This can include:

- Physical assault
- Derogatory name-calling, insults and racist jokes
- Racist graffiti
- Wearing racist badges
- Carrying or distributing racist material such as leaflet comics or magazines
- Verbal and non-verbal abuse and threats
- Incitement of others to behave in a racist manner
- Racist comments in the course of discussion in lessons
- Attempts to recruit for racial organisations or groups
- Ridicule an individual for cultural differences
- Refusal to co-operate with others because of their colour, ethnicity or language
- Written derogatory remarks
- Racist Bullying

All racist incidents, including those which could be deemed to be racist bullying must be referred to the Headteacher. 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. These will be dealt with in line with our behaviour and anti-bullying policy.

Racist Incidents Involving Staff

Racist incidents can sometimes involve members of staff as perpetrators or victims. When a member of staff is implicated in a racist incident (either as a victim or perpetrator) the headteacher may seek advice from Barnet Local Authority

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 the police.

Involving Parents of Alleged Victims or Perpetrators

Parents of alleged victims and perpetrators will be informed of any allegation by telephone and this may be followed up with a letter. Concerns from parents will be responded to in an appropriate manner.

Supporting Pupils through Positive Intervention

Pupils and parents should understand that all allegations of racist incidents will be treated with the utmost seriousness. Senior Leaders are responsible for deciding how to respond to particular incidents and will depend on

- 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 (both victim(s) and perpetrator(s))