

Anti-Racism Policy

Northgate Primary School



Approved by:

Created by: Claire Roughton (PSHCE lead)

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INTRODUCTION/RATIONALE

Northgate Primary 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, culture, nationality or ethnic origin.

Principles

The school is an anti-racist establishment and is committed to:

- Addressing Racism
- Providing support for victims of racism
- Ensuring school policies address inappropriate behaviour around racism and other discriminatory practices
- Recording and reporting racist incidents

Aims of Anti-Racism Policy

- It is the right of every child to an education that is aimed at developing the personality, talents, mental and physical abilities of the individual to their fullest potential
- Northgate Primary 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
- Northgate Primary School will support equality, justice and mutual respect
- 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 and 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 /Bullying

This can include but not limited to:

1. Physical assault
2. Derogatory name-calling, insults and racist jokes
3. Racist graffiti
4. Wearing racist badges
5. Carrying or distributing racist material such as leaflet, comics or magazines
6. Verbal and non-verbal abuse and threats
7. Incitement of others to behave in a racist manner
8. Racist comments in the course of discussion in lessons*
9. Attempts to recruit for racial organisations or groups
10. Ridiculing an individual for cultural differences
11. Refusal to co-operate with others because of their colour, ethnicity or language
12. Written derogatory remarks
13. Accessing racist material on the Internet*

*unless part of a study of racism within curriculum

DEFINITION OF A RACIST INCIDENT

The importance of ensuring that all racist incidents are reported and recorded has been accepted in principle for some time. The 'Stephen Lawrence Inquiry Report' recommended that the following definition of a racist incident should be adopted by the police, local government and other relevant agencies:

'A racist incident is any incident which is perceived to be racist by the victim, or any other person.'

Racist Incident Reporting

All racist incidents, including those which could be deemed to be racist bullying must be recorded on CPOMS and reported to the Headteacher at the earliest opportunity. 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). A written record should be made of each instance, and it is the responsibility of the Headteacher to update the Governors about such incidents.

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.

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 must be informed.

Racist Incidents Outside School

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.

Parents

Parents of alleged victims and perpetrators will be informed of an allegation by telephone or a face-to-face meeting. 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 responded to in an appropriate manner. Some parents can prevent staff from carrying out a detailed review of an incident by refusing to allow their child to participate in the process. Senior leaders will stress that lack of cooperation will not prevent SLT from reviewing and resolving the alleged incident.

Senior leaders are responsible for deciding how to respond to particular incidents and should seek knowledge of:

- 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))

Responsibility towards staff:

The School has in place policies and procedures including complaints procedures which would meet legal responsibilities and promote good practice in the area of equal opportunities, including:

- Recruitment and selection procedures;
- A code of conduct for staff;
- Induction arrangements for staff who are newly appointed to the school, including staff handbook.
- All staff understand and implement this policy;
- Staff training needs on anti-racism are met;
- That this policy is communicated to visitors, contractors, service providers and others associated with the school;

- Our staff management and arrangements take into account the need to identify and meet staff training needs and this includes dealing with racial equality and racist issues appropriately.

FLOW DIAGRAM

This flow diagram gives a summary of the actions which education establishments must follow whenever an allegation of a racist incident is reported.

