



Oxspring Primary School

Policy Title: Anti-Racism

Date of Review: Autumn 2023

Review by: Autumn 2026

Signed by: Chair of Governors

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Anti-Racism Policy

Autumn 2023



Introduction

This policy was created after a period of consultation with relevant stakeholders within school. It has been formally adopted by governors and reflects our approach at Oxspring Primary School.

Aims and Principles

The policy is underpinned by the central aims of Oxspring Primary and values held by the school community:

Aims of the school

- Oxspring is committed to promoting high standards of academic achievement for all learners in all subjects.
- As a school, we will continue to develop and instil key life skills and values in our pupils.
- We will encourage positive relationships and communications between home, our community and the wider world.

In particular, Oxspring School has an inclusive approach to our provision. Our aim is always to involve all our children and stakeholders in all areas of the curriculum and school life. In accordance with our **Disability Equality Scheme**, we recognise that this may mean making special adaptations or arrangements from time to time for children with specific disabilities. We welcome the involvement of disabled adults in all areas of school life.

Background Information

Oxspring Primary School is a caring and open school, where parents, children, staff and the wider school community all know that their views and needs will be listened to, in both education and personal areas.

Rationale

The primary objectives of Oxspring School are to educate, develop and prepare all our pupils, whatever their colour, culture, origin or gender to lead positive lives. Pupils, teachers and all other staff working in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for each other's racial and cultural backgrounds and treating each other with dignity. (See our school ethos and overall vision).

Discrimination on the basis of colour, culture, religion or origin is not tolerated in this school. The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society. The school is committed to emphasising the common elements and values of our multiple culture whilst appreciating the differences. A racist incident is one perceived to be racist by the victim or any other person.

Pupils will be encouraged to:

- Enjoy the multi-culturally diverse nature of our society and have opportunities to celebrate the world as it is and as we would like it to be. On such foundations, pupils will develop positive attitudes to the pluralistic society. Through a well-balanced, objective and sensitive curriculum pupils will avoid omissions and misrepresentations of historical, cultural and racial differences and experiences.
- Know and understand, from an early age, what constitutes a racist remark or action and why it is offensive (See * **Unacceptable racist acts**)
- Learn not to use their own language to deliberately exclude other pupils.
- Accept and respect names from other cultures

Guidelines for staff

- Pupils' names will be accurately recorded and correctly pronounced.
- Staff should be aware of the language or dialect spoken by pupils and their families.
- All people must feel that their language or dialect is valued.

- All people must be aware of the use of racist connotations in the language they themselves use.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- The help of parents in school will be welcome irrespective of their racial or cultural backgrounds.
- Parents, staff and pupils will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays.
- The variety of cultural groups will be evident in the morals, stories and information offered to children and will be obvious in assemblies and events in school.
- Racist symbols, badges or insignia on clothing or bags are forbidden in school
- Graffiti will be immediately reported so that it can be removed.
- Staff and pupils will have access to accurate information about the similarities and differences of cultural groups.
- The school will make contact with the LA for advice when required or when reviewing this policy.
- In all staff appointments, the best candidate will be appointed based upon strict professional criteria.

ALL new staff will be given a copy of this policy.

*** Unacceptable racist acts (non-exhaustive list)**

- Direct physical assault or threat of it
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Distributing racialist literature
- Writing or expressing provocative slogans or catch phrases

ACTION

- All forms of racial abuse by any person within the school is treated seriously.
- Any incidents reported will be recorded in a racism log
- We will investigate and act upon such incidents and parents of any child involved will be contacted as soon as possible
- All incidents of racism should be reported to the Executive Headteacher or in his/her absence another senior member of staff
- All racist incidents will be investigated by the Executive Headteacher or other senior staff member following this policy
- It will always be made clear to offending pupils that such behaviour is unacceptable.
- Where the incident is carried out by a child of responsible age (Y5 and above) or a child who has made a concerning comment previously and the child/family has received specific educational input, yet has made racist comments again- we will apply the school's Anti-Bullying Policy which may

lead to a need to apply the Behaviour Policy which may lead to significant punishment and potential exclusion.

- By encouraging pupils to work collaboratively within an integrated group we will discourage such abuse.
- Racist incidents in school are logged as such on CPOMs and the behaviour log, and reported to the Governing Body each Summer Term FGB meeting
- The LA feeds back statistics to the school regarding racist incidents across the town and the country
- Should any member of staff be aware of a racist incident out of school, perhaps involving parents or carers, this should also be referred to the Executive Headteacher who will record and report any such incident to an appropriate agency (e.g. governing body, police, housing, social care)

This policy runs alongside our 'Anti-Bullying Policy' and 'Behaviour Policy'.