



# Anti-Racism and Discrimination Policy

| Accepted   | Date Accepted | Review Date      |
|------------|---------------|------------------|
|            |               |                  |
| 01/10/2024 | 01/10/2024    | 01/10/2025       |
|            |               | <b>1/10/2026</b> |
|            |               | <b>1/10/27</b>   |
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# COATHAM CE PRIMARY SCHOOL



“Learn not for school, but for life”

We are a supportive church school community where every individual is accepted, their interests encouraged, and where everyone is supported to learn to believe in themselves.

Through varied and creative learning experiences, we want our children to be successful and resilient, now and in their future, both in this unique community and further afield.

Our Christian values of Friendship, Respect and Fairness run through all of our teaching and learning and help us to understand that we can all make a positive difference to our world, as we love our neighbours as ourselves (Matthew 22:39).

# **Anti-Racism Policy**

## **1. Statement of Intent**

At Coatham CE Primary School we are committed to creating a safe, inclusive, and respectful environment where every individual is valued. We actively oppose racism in all its forms and are committed to becoming an anti-racist school.

We recognise that racism—whether overt, covert, structural, or unconscious—has no place in our community. We will challenge discrimination, promote equality, and celebrate diversity.

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## **2. Aims**

This policy aims to:

- Eliminate all forms of racial discrimination.
  - Promote equality of opportunity and positive race relations.
  - Ensure all pupils, staff, governors, and visitors are treated fairly and with respect.
  - Build a culture where diversity is recognised, valued, and celebrated.
  - Equip pupils with the knowledge and confidence to challenge racism.
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## **3. Legal Framework**

This policy is guided by:

- The Equality Act 2010
  - Keeping Children Safe in Education (KCSIE)
  - Public Sector Equality Duty (PSED)
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## **4. Definitions**

Racism includes:

- Direct discrimination (treating someone unfairly because of race)
- Indirect discrimination (policies that disadvantage certain groups)
- Harassment (racist language or behaviour)

- Victimisation (unfair treatment after raising concerns)
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## **5. Roles and Responsibilities**

### **Headteacher**

- Lead and promote an anti-racist culture.
- Ensure incidents are recorded, investigated, and reported.
- Provide training for staff.

### **Staff**

- Model inclusive behaviour.
- Challenge racist language and actions immediately.
- Report incidents in line with school procedures.

### **Governors**

- Monitor implementation of the policy.
- Ensure compliance with statutory duties.

### **Pupils**

- Treat others with respect.
  - Report incidents of racism.
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## **6. Curriculum and Learning**

We will:

- Ensure the curriculum reflects diverse cultures, histories, and perspectives.
  - Challenge stereotypes and bias in teaching materials.
  - Promote critical thinking about equality, fairness, and justice.
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## **7. Reporting and Responding to Incidents**

All racist incidents will be:

1. Taken seriously and addressed immediately.
2. Recorded using the school's safeguarding/behaviour systems.

3. Investigated promptly and fairly.
4. Reported to parents/carers where appropriate.
5. Reviewed to identify patterns or trends.

Sanctions and support will be applied in line with the behaviour policy.

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## **8. Support for Victims**

We will:

- Provide emotional and pastoral support.
  - Ensure pupils feel safe and heard.
  - Work with families and external agencies when needed.
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## **9. Staff Training and Development**

- Training on anti-racism, unconscious bias, and inclusive practice.
  - Ongoing professional development to support confident discussions about race and identity.
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## **10. Community Engagement**

We will:

- Work in partnership with families and the wider community.
  - Promote open dialogue about equality and diversity.
  - Celebrate cultural events and contributions from all backgrounds.
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## **11. Monitoring and Review**

- Incidents will be monitored termly.
  - Data will inform school improvement planning.
  - The policy will be reviewed annually by governors.
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## **12. Links to Other Policies**

- Behaviour Policy
- Safeguarding and Child Protection
- Equality and Diversity Policy