Monks Risborough
Church of England Primary School
'A school family where everyone thrives in every way.'

Anti-Racism Policy

This policy was reviewed and updated Autumn 2025

The policy is to be reviewed Autumn 2027

Signed …….…….. Chair of Governors

The definition of a racist incident:

A racist incident is any incident which is perceived to be racist by the victim or

any other person. Taken from the Stephen Lawrence Enquiry – The McPherson

Report,1999.

The definition of institutional racism:
The collective failure of an organisation, to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

Taken from the Stephen Lawrence Enquiry – The McPherson Report 1999.

Aims

In line with our School Vision 'A School Family where everyone thrives in every way', draws inspiration from **John 10:10 Jesus said, 'I came that they may have life and have it abundantly.'** We aim to develop the children's awareness of the diversity of the society in which we live. We aim to make the whole of their school experience equip children to develop positive attitudes towards a pluralistic society. We will use the curriculum to teach tolerance and opportunities across all subjects to support pupils in valuing cultural diversity and understanding through our explicit teaching of British Values and Social, Moral, Spiritual and Cultural development (SMSC).

Statements of Principle

All forms of racist behaviour should and must be dealt with as a serious matter.

Lack of intent does not excuse behaviour. Unintentional harassment should also be dealt with as a serious matter.

A victim does not have to be present or targeted for an incident of racist behaviour to

have occurred. Harassment includes subtle behaviour such as isolation, ignoring,

teasing and negative body language.

We endeavour to make the school a welcoming place for all ethnic and national groups represented in the community including Gypsy, Roma, Travellers, asylum seekers and refugees.

All incidents of racist behaviour should be challenged, including that of adults, as not responding may be seen to condone the behaviour and may result in serious incidents of retaliation.

The role of Governors:

The governing body has set its commitment to promoting anti-racism in this policy statement, and it will continue to do all it can to ensure that all members of the school community are treated fairly. The governing body seeks to ensure that no one is discriminated against on the grounds of race when applying for jobs at our school.
The governing body will receive an annual report on the number of racist incidents.

The role of the Headteacher:

It is the Headteacher's role to implement the school's anti-racism policy and she is supported by the governing body in doing so. It is the Headteacher's role to ensure that all staff are aware of the school policy on anti-racism and that teachers and support staff apply these guidelines fairly in all situations. The Headteacher promotes the principle of race equality when developing the curriculum, and promotes respect for other people in all aspects of school life, for example in assemblies where respect for other people is a regular theme, and in displays shown around the school.
The Headteacher treats all incidents of racism with due seriousness and all reports are recorded on CPOMs.

The role of all school staff:

All staff ensure that all pupils and adults are treated fairly and with respect. We do not discriminate against anyone. When selecting classroom material, teachers pay due regard to the sensitivities of all members of the class and do not provide material that is racist in nature. To promote race equality, teachers strive to provide material that gives positive images of ethnic minorities and that challenges stereotypical images of minority groups. Ensure our PSHE Curriculum discuss injustices and teaches the children about diversity and the importance of treating all with respect and dignity.

What is racist behaviour?

The following incidents to/ could be regarded as racist:

1. Subtle – isolation, ignoring, negative body language.
2. Verbal abuse – name calling, teasing, comments about family members, offensive humour.
3. Violence – jostling, intimidation, punching, kicking. Abuse of personal property.
4. Unintentional racist comments – curious comments, questions or observations made or asked by a child which were not meant to be hurtful, but may be perceived to be racist by another person.

Responding to racist incidents.

All staff should apply the policy consistently.
The perception of the person who has experienced harassment should be given

priority. All racist incidents must be taken seriously and dealt with immediately, using the following procedures.
The victim: give the victim an immediate, sensitive and supportive response to the incident. Find out what happened, at least in general terms.
Agree with the individual what will happen next.
Refer onwards.

Head or deputy head: Inform the parents of the child/children involved. Keep the victim informed, ensure he/she knows the incident has been taken seriously. Report back to parents on the outcome of the investigation into the incident.

The offender/ perpetrator: The person initially dealing with the incident should find out what happened, at least in general terms. Ask for their response to the complaint. Agree with the individual what will happen next. Speak to all those who may have witnessed the incident and ask them to give an account of what they saw and heard.
Refer onwards.

Head: Interview all of those involved.
Record incident on CPOMs. If it is clear that the complaint is upheld (including where it was unintentional) – define the unacceptable behaviour and explain to the perpetrator why it is unacceptable. State clearly what change in behaviour you expect and how the child will help to redress the situation. Inform the parents of the child/children involved. If appropriate, notify the parents in writing of the school's expectations and possible consequences if the behaviour is repeated. No child will be deemed guilty on the uncorroborated word of another child. However, all incidents must still be recorded by the headteacher.

The broader school community: Ensure that the seriousness and unacceptability of any incidents is communicated to all who have knowledge of it. Their responsibility and feelings about the incident may be best dealt with through circle time. When issues of this nature are being dealt with by a class, individual's names should not be used, it is the behaviour we are rejecting, not the child.

Through our collective worship we celebrate different cultures and raise awareness of ant-racism.

The head will monitor the number and type of incidents every term/ year and report to Governors for discussion and action when appropriate.

Appendix 1 - Support and Advice

Advice to parents

- Links to sites with advice about talking to children are provided below.
- Talking to children about racism | NSPCC
  https://www.unicef.org/parenting/talking-to-your-kids-about-racism

Advice to pupils

- If you are a victim of racism (whether in or outside of school), it is very important to tell somebody you trust. You can tell a member of staff or anyone you want to talk to.
- If you cannot tell anyone at school, you can tell your parents who will tell us.
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: https://www.childline.org.uk
- Friends of those targeted by racism should tell staff or a parent.
- Nobody deserves to be racially mistreated, remember, you have a right for this not to happen to you and it is not weak to tell someone.

Advice to bystanders

Do not ignore or support racist behaviour if you see it happening to someone else. If you do see someone being treated in a racist way please:

- Do not join in even if you feel pressured to do so.
- Tell a member of staff what you have seen.
- Tell your parents or carers or someone else you trust.
- If you feel safe to do so, tell the perpetrators they should stop.
- If you are not sure what you should do, you could call Childline which is a confidential advice service for children. The number is: 0800 1111.
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: https://www.childline.org.uk/