

Cwmffrwdor Primary School



Anti-Racism Policy 2021-22

*"It is not enough to be non-racist, we must be anti-racist."
Angela Y. Davis*

"Wales is an established multicultural society where individuals from diverse ethnic backgrounds learn together and from one another. Education professionals should therefore understand and appreciate the value of different experiences, cultures and backgrounds and must ensure that learners, young people and colleagues are never disadvantaged or discriminated against as a result of their race, ethnicity or religion".

- Education Workforce Council Wales

Introduction / Rationale

Cwmffwrdoer 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, nationality or ethnic origin.

Therefore this policy which helps ensure equality of opportunity of education for all children. By having such a policy we give a clear message to everyone in the school community that racism will not be tolerated.

It is a legal requirement to

"eliminate unlawful racial discrimination and promote equality of opportunity, and good relations....." Section 71 Race Relations Act 1976

Definition of racism

Racism is when a person has deliberately been abused, harassed or discriminated against, or perceives this to be the case, in relation to their racial, ethnic or religious identity.

Effective Promotion of Anti-Racist Practices

The School welcomes the diversity of cultures, backgrounds, faiths and beliefs and celebrates the home languages, dialects and accents of all pupils, staff and others associated with the school. We will ensure that the school nurtures an ethos and environment where all are valued and where views are taken into consideration.

This embraces a culture that enables all who teach and learn in the school to review their practices and behaviours, to have the confidence to build on prior experiences and to make appropriate changes. All associated with the school are committed to dealing with incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name calling whenever they occur.



We expect all children to find school a safe and welcoming place where they are able to achieve success, irrespective of their nationality or ethnic background. It is not possible to achieve this if any of its members face prejudice or hostility because of their ethnic origins.

Therefore, we need to have in place an anti-racist policy which helps ensure equality of opportunity of education for all children. By having such a policy we give a clear message to everyone in the school community that racism will not be tolerated.



The role of the staff

- All staff, teaching and non-teaching should be vigilant in class and in the playground at all times, in order that racist behaviour does not go undetected.
- All staff should take action as soon as possible and ensure that all interaction is carried out privately, i.e. away from the group.
- Staff should remain calm and take time to listen impartially to all involved.
- Staff should avoid labelling pupils as 'racist' and 'victim' - after an incident both pupils may need support to rebuild or reinforce self-image and esteem.
- All reports of racist incidences must be recorded on Racist Incident Report Form and sent to a senior member of the SLT.
- The school will contact the parent/carers of the pupils involved. A suitable consequence or next steps will be discussed with all parties involved.

The role of the governors

The Governors are responsible for the Anti-racism policy, and for ensuring that it is regularly monitored and reviewed. The Governing body will:

- support the Head teacher and the staff in the implementation of this policy
- be fully informed on matters concerning racism
- regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

The role of parents

- Parent/carers support the schools policy on anti-racism and will inform the school if they believe a racist act has occurred at school or in the wider community
- Parent/carers of a pupil who is responsible for racist conduct are encouraged to play an active role in dealing with it

It is essential that work to address issues of racism and equality should take place at every opportunity through our personalised curriculum. There are a wide range of strategies which teachers can adopt in their classroom which can support a school's approach to dealing with and addressing racism with all children. These could include:

- Providing positive images and role-models in resources and displays which reflect the experiences and backgrounds of all children in our multicultural country
- Critically examining existing resources in the school to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated
- Exploring with children at the appropriate level, issues of racism and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice
- Building positive links and community groups and using support agencies to the full to ensure that the multicultural dimension to the curriculum is fully developed
- Having high expectations of children of all ethnic backgrounds and making known to them our confidence in their ability to achieve and ensuring that each child's individual learning and social needs are met



Monitoring and review

The overall effectiveness of the anti-racism policy will be subject to consideration in daily school life, staff meetings, SLT meetings, governors meeting, assemblies and class discussions. Records of racist incidents are recorded on a Racist Incident Report Form and the Headteacher will monitor patterns and trends. This policy will be reviewed every two years, or earlier if necessary.

