



Thameside Primary School: Anti-Racism Policy

Approved by Governors: December 2023

Review date: December 2025



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New policy written by:	Christina Calvert
Key Changes:	Our Anti-Racism policy was interwoven with our Anti-Bullying Policy but we believed that it needed a policy of its own.



Aims & beliefs:

Our school aims to create an inclusive culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote student and staff wellbeing and help everyone achieve their full potential. As a school we welcome the diversity of cultures, backgrounds, faiths and beliefs and celebrate the backgrounds of all pupils, staff and others associated with the school.

At Thameside, we reject all forms of racist behaviour and are committed to the elimination of racial discrimination (including direct and indirect racism, racial vilification, antisemitism and harassment) in our organisation, curriculum and in the learning and working environment. Thameside is committed to ensuring that individuals and groups are not disadvantaged because of their race, culture, ethnicity, national or religious background. No pupil, employee, parent or community member should experience racism within the learning or working environment. We recognise and acknowledge that eradicating racism and discrimination in our organisation, and challenging the attitudes that allow them to emerge, is the shared responsibility of all members of the school community. Racial discrimination and harassment are against the law.

Commitments:

Thameside is committed to be an anti-racist school; to promote equality and actively tackle discrimination within all areas of school life:

- it is committed to the elimination of racial discrimination, including direct and indirect (unconscious bias, micro-aggressions, white supremacy) racism, racial vilification and harassment – in all aspects of the learning and working environment;
- to ensure that all members of the school community understand their rights and responsibilities under this policy;
- to challenge racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional;
- to provide an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices of people from different ethnicities and different geographical regions;
- to prevent direct and indirect, overt and covert discrimination on grounds of colour, ethnicity or place of origin;
- to provide students, staff, parents, carer-givers and all members of our community with a mechanism for the lodgement and resolution of complaints;
- to deal with complaints of discrimination and harassment speedily according to Reading Borough Council Guidance and notify complainants of the outcomes and action taken
- to assist in the identification of possible barriers to equality of opportunity for students and staff and to ensure that these barriers are addressed where possible;
- to make sure that all pupils and staff are encouraged and supported to achieve their full potential;
- to educate staff and students on issues, concepts and theories pertaining to racism such as unconscious bias, microaggressions, the history of multicultural and multi-ethnic Britain, racial literacy, colourism,



cultural appropriation etc so that all members of the community can recognise and report racism in all its forms. The school's approach to these issues, concepts and theories reflects government guidance, professional guidance from recognised experts and external agencies as well as examples of good practice and to implement anti-discriminatory employment practices.

In addition:

- our school community recognises and nurtures the identity of children and staff of all ethnicities and cultures;
- our school strives to develop positive anti-racist language, awareness, images, role models and strategies in order to create policies, practice and an environment which reflect that all people are equally valued and that harassment will not be tolerated;
- our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which is positively valued;
- through appropriate Personal Social and Health Education, school assemblies and curriculum, pupils will be shown that racism, in any form, is unacceptable and that all individuals have a responsibility to challenge racism.
- our school will be proactive in ensuring books and resources reflect a diverse range of children and families.

Procedures:

- The Headteacher is responsible for implementing and monitoring school policy
- Staff will receive training on their responsibilities during induction and annual training run via the local authority's Anti-Racist and Racial Equity Forum.
- Allegations will be treated seriously. Accurate records will be kept using CPOMS and our Racist Incident Forms located in the black file in the HT's office.
- Support will be given to the person experiencing racism and reassurance that the matter will be investigated
- If the allegation is corroborated the perpetrator will need a protective or restorative consequence
- Restorative practices to take place focusing on building, maintaining and, when necessary, repairing relationships among all members of a school community. There is information on restorative practices on the ABA website: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/responding-bullying/restorative-practice>
- Parents/guardians will be informed and advised of action taken
- Staff, governors, parents and pupils will be informed re. this policy and its procedures.
- Staff will receive training
- Parental complaints re. racist incidents will be treated seriously and investigated in the manner in which any parental complaint is managed. If the parent is not satisfied then they will be able to take their complaint to higher levels (Head teacher, Governing Body, LA)
- Repeated incidences will then be treated as bullying and the Anti-Bullying policy followed
- The school complies with Reading Borough Council's Racist Incident Monitoring Procedure
- The number of racist incidents and potential complaints will be reported to Governors periodically who will monitor trends and resolution
- The Diversity link Governor, alongside the FGB, will monitor pupil attainment and progress to ensure any disparities are identified and addressed.



Related policies and procedures:

This policy statement should be read alongside our organisational policies and procedures including:

- Child protection and Safeguarding policy
- Procedures for responding to concerns about a child or young person's wellbeing.
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.
- Code of conduct for staff and volunteers.
- Online e-safety policy and procedures for responding to concerns about online abuse.
- Equality and diversity policies.
- Anti-Bullying policy.
- Complaints procedure.
- Uniform policy- allowing all pupils to wear their hair in a way that's appropriate for them, and being inclusive of religious or cultural clothes or accessories.

Monitoring & review, policy into practice

We will review this policy at least once every two years unless incidents occur that suggest the need for earlier review. The school uses the guidance by the DfE to inform its action planning to prevent and tackle racism.

Contact details

Nominated anti-bullying lead

Name: Christina Calvert

Email: assistanthead@thameside.reading.sch.uk

Designated Safeguarding Lead

Name: Sophie Greenaway

Email: head@thameside.reading.sch.uk

NSPCC Helpline 0808 800 5000



APPENDIX

Racist/Homophobic Incident Recording Form (confidential and for school use only)

Date of incident: _____ Date recorded: _____

Type of incident (please tick)

Derogatory name calling insults or racist jokes		Verbal abuse and threats		Racist or homophobic graffiti	
Provocative behaviour such as wearing racist/homophobic badges		Racist or homophobic comments in the course of a discussion		Ridicule of an individual's cultural differences e.g. food, music, dress, language etc.	
Bring racist/homophobic materials such as leaflets, comics or magazines into school		Attempts to recruit pupils into racist/homophobic organisations		Physical assault against a person's property which is racially or homophobic related	
Damage caused to a person's property which is racially or homophobically motivated		Incitement of others to behave in a racist or homophobic way		Refusal to co-operate with other people because of their ethnicity or sexuality	

Other (please specify) _____

Location of incident

Classroom		Dining room	
Playground	x	Corridor	
Outside school		Staff room	
Other (please state)			

Person/s affected by the incident: Pupil / parent / staff / governor / visitor (please circle)

_____ Age _____ Ethnic Group _____ M/F

_____ Age _____ Ethnic Group _____ M/F

Person showing racist or homophobic behaviours: Pupil / parent / staff / governor / visitor (please circle)

_____ Age _____ Ethnic Group _____ M/F

_____ Age _____ Ethnic Group _____ M/F

Repeat incident yes/no (please circle)

Details of the incident:

Action taken:

Parents spoken to by SLT member:

Completed by:

Signature:

Role in school: