



# Fordbank Primary and Flexible Learning Resource

## Anti-racist Policy

Oct'25

UNCRC Articles:



| Signed               | Date | Date for review |
|----------------------|------|-----------------|
| Staff representative |      |                 |
| Parent Council       |      |                 |
| Pupil Council        |      |                 |

## **Our Rationale:**

- Race Equality education is a crucial aspect of the education of all pupils both in their life at school and their lives in the community. It is a necessary part of a positive and inclusive learning and teaching environment.
- Race Equality education recognises that this is a diverse society in which all citizens have the right to participate and be valued. It involves acknowledging the existence of racism and prejudice and the negative impact it has. The Race Relations (Amendment) Act 2000 places the general duty on all public authorities, 'to have due regard to the need to eliminate unlawful discrimination and promote equality of opportunity and good race relations in carrying out their functions.'

## **What is racism?**

- Race can mean a person's colour, nationality, ethnicity or citizenship. It is a protected characteristic under the Equality Act 2010. This means that it is illegal to discriminate against someone or treat them differently because of their race.
- Racism is a complex, interrelated web of ideas, attitudes, beliefs, practices, structures and institutional systems where power is exercised in a way which denigrates, stereotypes, harasses, excludes, limits, oppresses and denies equal rights on a racial basis. Racism and racial harassment exist in society and are manifested through words or practices which advantage or disadvantage people because of their colour, culture or ethnic origin.
- We believe it is essential for the staff and pupils at Fordbank Primary to be aware of the impact of racism and for us to work as a team to challenge this.

### Examples of racist behaviour include:

Physical assault

Racist name calling

Graffiti

Provocative behaviour such as wearing racist insignia and badges

Bringing racist materials to school

Verbal abuse and threats

Racist jokes or ridicule to others for cultural differences

Incitement of others to behave in a racist way

Stereotyping

## **Our Principles and Aims:**

Our policy is based on the following principles:

- the school does not tolerate any form of racism and is committed to the principles of opportunity and social justice
- we are committed to providing an education which reflects the cultural diversity of the school community and wider society
- we are committed to continually reflect on race equality at Fordbank Primary
- we are committed to providing and promoting a curriculum and ethos which challenges injustice, inequality and prejudice

On the basis of these principles, we aim to:

- encourage and support all pupils to achieve their potential
- provide pastoral care, including support to prevent bullying and harassment
- work with parents, carers and the wider community to tackle racism and promote good practice
- provide staff development, training and support, as appropriate, to implement an effective race equality curriculum through, for example, assemblies, RME, Citizenship, Social Subjects, Expressive Arts and cross curricular themes
- ensure our institutional processes do not disadvantage ethnic minority learners, staff or visitors
- monitor all racist incidents in line with local authority guidelines
- provide a curriculum which presents a broad and balanced view of cultures; challenges assumptions and racist stereotypes; uses appropriate resources and promotes pupils' understanding of citizenship
- Make links between racism and other forms of prejudice and discrimination where appropriate and to support pupils in identifying, discussing and challenging all forms of discrimination

### **Roles and Responsibilities:**

#### **Head Teacher**

The Head Teacher is responsible for:

- ensuring the Race Equality Policy is readily available and that staff, pupils and parents are made aware of it, as appropriate.
- making sure the race equality policy and its procedures are followed
- providing regular information to staff on how the policy is working and, where appropriate, staff training
- ensuring all staff are aware of their responsibilities in implementing the policy and providing staff support as necessary
- taking appropriate action in response to racist incidents in line with authority guidelines

The Head Teacher is the Race Equality Coordinator. All incidents should be reported to the Head Teacher directly.

### **All Staff**

All staff are responsible for:

- tackling racist incidents using professional judgement and reporting these to the Race Equality Coordinator
- promoting equal opportunities and good relations, avoiding the discrimination of anyone on the grounds of race, colour, nationality, ethnic or national origins
- participate in training opportunities as appropriate
- implement the school's race equality curriculum

### **Assessment and Monitoring of the policy:**

The school will:

- assess the impact of the Race Equality Policy on pupils, parents and staff through self evaluation, monitoring and consultation
- report on race equality issues through its Standards and Quality Report
- ensure that its development plan reflects equality issues through the above process
- monitor racist incidents regularly in line with authority guidelines
- monitor the attainment, attendance and exclusions according to ethnic background as appropriate
- monitor the recruitment selection, training, promotion, discipline and grievance of staff according to ethnic background as appropriate
- take into account attendance at meetings or other events and membership of PTA and Parent Council of parents according to ethnic background as appropriate

### **Policy Review**

The school's Race Equality Policy will be communicated to staff, pupils and parents through the school's newsletters; staff development; Pupil Council and website. The policy will be made available in other languages to meet the needs of all staff, pupils and parents as required. This policy will be reviewed every 3 years as a minimum.

It is next due for review in June 2027.

If you have a question or suggestion about improving this policy, please contact Cara Wadsworth, Head Teacher.