



St Edmund's Catholic Primary School

ANTI-RACISM POLICY

Our vision is to deliver an outstanding and distinctive Catholic education with Christ at the heart of our community.

Commitment to equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have adopted a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

The member of staff responsible for this Policy is: Elizabeth Bart-Williams

The Governing Body designate responsible for this Policy is: Resources & Pay Committee

This policy has been approved and adopted by the Governing Body on 13th May 2024. and will be reviewed in accordance with statutory and Diocesan updates.

This Policy will be reviewed in May 2026

“We cannot tolerate or turn a blind eye to racism and exclusion in any form and yet claim to defend the sacredness of every human life,” - Pope Francis

So God created mankind in his own image, in the image of God he created them; male and female he created them. Gen 1:27

At St Edmund's, we aspire to grow in faith through the teachings of Christ our Lord. This policy aims to keep the Christian values of justice, love and forgiveness at the heart of our school community.

We recognise that each person has been created equally in the image and likeness of God.

The way in which we treat one another should always uphold this respect for the dignity of each and every person that we meet. It is a core aim of our school that every member of our community feels valued and respected and that each person is treated fairly. Our values are built on the Gospel and reflect mutual trust and respect for all. This policy supports the way in which all members of the school community can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure. Racism is not accepted at St Edmund's Catholic Primary. All members of the St Edmund's family have a responsibility to support our Anti-racist stance.

These are outlined in more detail below.

The role of the parent

- Parent/carers support the school's 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.
- Parents/carers are responsible for modelling anti-racist behaviour with all members of our school community at all times.

The role of the school staff

- All staff should ensure children understand that racism is wrong.
- 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.
- Staff should remain calm and take time to listen impartially to all involved.
- All reports of racist incidences must be recorded on CPOMs by teachers or TAs which will then alert members of the senior leadership team.

- If a racist incident occurs, the school will contact the parent/carers of the pupils involved and a consequence given where appropriate.
- Staff to ensure displays around the school celebrate diversity wherever this is possible.
- Staff responsible for lesson planning to ensure resources represent members of minority ethnic groups fairly and accurately.
- Subject leaders review their subjects to ensure resources and planning used, do not present or reinforce stereotypes of ethnicities, religions or cultures.

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 of School and the staff in the implementation of this policy
 - be informed on matters concerning racism
 - monitor incident reports and actions taken to be aware of the effectiveness of this policy

The role of the senior leadership team

- The leadership team are responsible for monitoring any instances of racism within their phase or area of leadership.
- To bring this information to the attention of the Head of School, and Executive Head teacher.
- Ensuring these instances are all logged on CPOMs and that staff are trained in how to use CPOMs to log concerns.

The role of the Headteacher

- It is the responsibility of the Head of School/Executive Head to implement the school anti-racism strategy and to ensure that all staff (both teaching and non-teaching staff) are aware of the school's policy and know how to deal with incidents of racism.
- To report to the Governing Body about the effectiveness of the anti-racism policy on request.
- The Head of School/Executive Head teacher will ensure that all children know that racism is wrong, and that it is unacceptable behaviour in this school.
- The Head of School/Executive Head teacher and teachers draw the attention of children to this fact at suitable moments through assemblies, the RSE curriculum and when setting class

rules. For example, if an incident occurs, they may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong. Children also discuss racism in class Circle Time meetings.

- To ensure that all staff receive sufficient training to be equipped to deal with all incidents of racism.
- Executive head and Head of School, with the support of the whole school community, aim to set the school climate of mutual support, respect and praise for success, making any form of negative comment less likely.
- This positive climate is reinforced through the school's vision and aims. When children feel they are important and belong to a friendly and welcoming school, any form of bullying or racist behaviour is far less likely to be part of their behaviour. This is why racist incidents are rare at this school.

Online behaviour

- Pupils have at times been able to access different online platforms to help with their learning, if this is used in any way to tease or make racist comments:
- a member of the senior leadership team will be made aware
- Parents will be informed, both of the victim and the wrong doer
- A suitable age appropriate consequence will be issued to the pupil

Through our online safety work in computing lessons, pupils are made aware of the dangers of social media and using the internet without proper age appropriate controls. It is important that this is monitored by parents and carers to ensure that children are accessing the internet in a suitable way. See computing policy for more information on this.

The school will also use an online tool called SENSO to monitor behaviour online. This is a cloud based, category based web content filter that appropriately filters and blocks students from harmful or inappropriate content on devices. This technology works on all school electronic devices, as well as laptops which are on loan to families.

Anti- racism in the curriculum

- Teaching staff will be given time to reflect on the diversity within their curriculum maps.
- History topics will be taught accurately, in a way which represents a range of communities and viewpoints. For example, World War 2 should be taught in a way which reflects the contribution of Polish, Muslim, black or Indian soldiers.
- The humanities subject leaders will review the topics taught to assess if the diversity of the

pupils in our school, is reflected in the curriculum.

- Science lessons, where possible, celebrate the achievements of scientists with a variety of backgrounds.
- English topics and books celebrate diversity and are used to help children understand a range of diverse backgrounds.
- When teaching other faiths, members of the SLT and R.E. subject lead, will ensure staff are equipped with the right knowledge to ensure stereotypes are not taught.
- 'Other' faiths are taught with respect and tolerance. The children at St Edmund's Catholic Primary School therefore are taught to show these same values.
- ICT and RSE lessons are used to teach pupils that some information found online could inspire intolerant or racist viewpoints. They will be taught to be vigilant about the motives behind some websites in an age appropriate way.
- Creative subjects are used to celebrate the artistic achievements of people of all nationalities, religions, races or ethnicities when this is possible.
- All subject leaders will look for ways to celebrate leaders in their respective fields who represent a range of backgrounds.

Review

- The governing body will review this policy every two years. They may however review the policy earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.