Britannia Primary School and Nursery

Anti-Racism Policy

‘Developing responsible citizens, confident individuals, and independent learners’

Prepared by	**K Hart**
Adopted by Governors on	**Autumn Term 2026**
Committee	**LAB**
Signed by Chair of Committee	**K Smith**
Policy Number:	**SAB18**
Review Date:	**Autumn Term 2027**

This Policy has been adopted and approved by Oxlip Community Educational Trust and has been adapted for use by Britannia Primary School and Nursery.

Definition of a Parent

- All biological parents, whether they are married or not.
- any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative
- any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person.

A person typically has care of a child or young person if they are the person with whom the child lives, either full or part time and who looks after the child, irrespective of what their biological or legal relationship is with the child.

Definition of Racism

Race can mean a person's colour, nationality, ethnicity or citizenship. It is a protected characteristic in law under the Equality Act 2010 in England, Scotland and Wales. This means it is illegal to discriminate against someone, or treat them differently, because of their race. It is important to remember that someone's ethnicity or national origin may not be the same as their current nationality.

Race also includes different ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race. General examples of racial groups include White British, Black British, British Asians, British Sikhs and Romany Gypsies.

Racial discrimination or racism is when someone is treated differently because of their race, ethnicity, nationality or colour. Any type of racism or racial discrimination is abusive and distressing for children and young people who experience or witness it. If someone commits a crime against someone because of their race it is considered a hate crime and is against the law. Instances of bullying that are racially motivated but not a crime are considered racist incidents.

Rationale

The primary objective of Britannia Primary School and Nursery is to educate by working within the National Curriculum and to promote the spiritual, moral, cultural, mental and physical development of all our pupils and develop mutual respect and understanding.

It is therefore important that as a school no one is made to feel different due to their colour, culture, origin or religious beliefs. Teachers and all other staff working in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for each other's racial and cultural backgrounds and treating each other with dignity.

Discrimination on the basis of colour, culture, religion or origin is not tolerated in this school. The school acknowledges the complexity and richness of British society and recognises that it needs to

prepare pupils for their integral part in society. The school is committed to emphasising the common elements and values of our community whilst appreciating the differences.

Acts which may be considered to be racist

- Direct physical assault or threat of it
- Inciting racism in others
- Behaving in a racist way and treating others negatively on the basis of race
- Racist name-calling or racist 'joke-making'
- Expressing prejudices or deliberate misinformation on racial or ethnic distinctions
- Distributing racialist literature
- Writing or expressing provocative slogans or catch phrases
- Refusal to cooperate with other people because of their ethnic origin

Principles

The school is an anti –racist establishment and is committed to addressing racism in any form and will not tolerate it. We will:

- Instigate action to support victims of racism.
- Ensure existing school policies address inappropriate behaviour around racism and other discriminatory practices.
- Continually educate and train staff and students about racism.
- Record and report racist incidents to the appropriate authorities both internal and external to the school to endeavour to eradicate such behaviour.

Purposes for Pupils

- Pupils will be encouraged to appreciate the multi culturally diverse nature of society and have opportunities to celebrate diversity in the world as it is and as we would like it to be. As such, pupils will continue to develop positive attitudes to society. Through a well-balanced, objective and sensitive curriculum pupils will learn from historical, cultural and racial differences and experiences.
- We will support our pupils to know and understand what constitutes a racist remark or action and why it is offensive. They will understand and learn what constitutes appropriate or inappropriate terminology.

Guidelines for Staff

- Pupils' names will be accurately recorded and correctly pronounced. Appropriate terms will be learned and used where necessary.
- Staff in our school take all forms of racism seriously and intervene to prevent incidents from taking place. We support all pupils in the school and through our actions we aim to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of racism.
- We recognise that the behaviour of all staff in the school will be seen by children as model behaviour, therefore it is imperative that all staff behaviour demonstrates tolerance,

understanding and care towards all children with high-quality professional relationships with all adults.

- Staff should be aware of the language or dialect spoken by pupils and their families, and all pupils and families must feel that their language or dialect is valued.
- All staff and pupils must be aware of the use of racist connotations in the language they themselves use.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- Parents, staff and pupils will be made aware of the school's commitment to mutual respect through newsletters, assemblies and displays.
- The school follow the LA/Governing Body Admission Policy which does not permit race or colour to be used as criteria for pupil admission.

ACTIONS

- All forms of racial abuse by any person within the school are treated seriously.
- We will record, investigate and act upon such incidents and all parents (or other agencies if required) will be contacted.
- All incidents of racism should be reported to Phase Leaders or a member of SLT (Senior Leadership Team).
- All racist incidents will be investigated by a Phase Leader or member of SLT (Senior Leadership Team),
- It will always be made clear to offending pupils that such behaviour is unacceptable and will not be tolerated at Britannia Primary School.
- At times deemed necessary, pupils may be encouraged to work collaboratively within a mediation session in order to reflect, educate and discourage any abuse.
- Governors will be regularly informed about the occurrences of racial incidents.
- Should any member of staff be aware of a racist incident out of school, perhaps involving pupils, parents or carers, this may be referred to a member of SLT.

The Role of Governors

- The Local Advisory Body supports the Principal and Senior Leadership Team. This policy statement makes it very clear that the LAB does not allow racism to take place in our school and that any incidents of racism that do occur are taken very seriously and dealt with appropriately.
- The LAB monitors the incidents of racism that occur and reviews the effectiveness of the school policy on an annual basis. The governors require the school to keep accurate records of all incidents of racism and to report to the governors on request about the effectiveness of school anti-racist strategies.

Role of Principal

- It is the responsibility of the Principal 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 action and report incidents of racism.

- The Principal reports to the LAB about the effectiveness of the anti-racism policy on request.
- The Principal and teachers will ensure that all children know that racism is wrong, and that it is unacceptable behaviour in this school. The Principal 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 an assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The Principal sets the school climate of mutual support, respect and praise for success, so making any form of negative comment less likely. This positive climate is reinforced through the school's vision.

The Role of Parents and Carers

- If a parent is concerned that their child is being targeted, then they should talk to their child, listen, reassure, stay calm and if unsure seek advice on what to do. The parent should talk to the child's class teacher in the first instance. This may then be passed on to a member of SLT.
- Parents have a responsibility to support the school's anti-racism policy and to actively encourage their child to be a positive role model to others to help reduce the risk of racism.

Strategies Employed to Raise Awareness and so Reduce the Risk of Racism

- Providing positive images and role models in resources and displays- use of posters etc.
- Using RSE and assemblies to discuss and develop strategies for understanding racism and encouraging co-operation and understanding and seeing other's points of view and opinion.
- Value each pupil's cultural and linguistic background and have high expectations of all pupils.

Monitoring and Review

This policy is developed, monitored and updated where needed by the Principal who reports to governors about the effectiveness of the policy on request.

- This anti-racist policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the racism log and by regular discussion with the Principal at Governors and Trust meeting level.
- Analyse information with regard to gender, age and ethnic background of all pupils involved in racist incidents.