

Policy: Anti-Racism

Manorfield Primary and Nursery School.



Policy Editor	Kelly Musk	Deputy Headteacher
Policy Approval Level	Headteacher (GB for information)	
Approved by:	Nicky Jones	Date: September 2024
Review Cycle	Annual	
Last reviewed on:	September 2024	
Next review due by:	September 2025	

Introduction

At Manorfield, we are committed to fostering an inclusive and supportive environment where every individual, regardless of their race or ethnicity, feels safe, valued, and respected. Our Anti-Racism Policy underpins this commitment and aligns with the core values of the 2014 National Curriculum in England as well as the expectations outlined by Ofsted. It is guided by the protections offered by the Equality Act (2010). It is part of promoting good behaviour in school and links to the RSE policy, the Safeguarding and Child Protection Policy, Behaviour in Schools Policy, Equality Information and Objectives, and Online Safety Policy.

Purpose

The purpose of this policy is to outline our commitment to anti-racism, define the steps we will take to combat racism, and create a positive school culture that promotes equality and diversity.

Policy Aims

1. To ensure classroom environments celebrate differences and is a place where each child feels a sense of belonging
2. To educate students and staff about the impact of racism and the importance of diversity and inclusivity.
3. To encourage open dialogue about race and discrimination to foster understanding and respect.
4. To implement strategies that effectively prevent and address incidents of racism in our school.
5. To tackle microaggressions

Definitions

- **Racism:** Any form of discrimination, prejudice, or antagonism directed against an individual or group based on their race or ethnicity.
- **Anti-racism:** The active process of identifying, challenging, and opposing racism at individual, institutional, and societal levels.

Responsibilities

School Leaders

- Ensure adherence to the Anti-Racism Policy.
- Actively address all instances of racial discrimination.
- Provide training for staff on DEIB (diversity, equity, inclusion and belonging)
- Report any incidents of racism to Surrey County Council
- Monitor the effectiveness of the policy and report on its impact to the governing body.

Staff

- Model behaviour that reflects the school's ERICA values and equality.
- Actively participate in anti-racism training and incorporate inclusive practices into their teaching.
- Report any incidents of racism to the appropriate school leader.
- Ensure classrooms are a place where each child feels a sense of belonging

Pupils

- Respect and embrace diversity within the school community.
- Speak out against racism and support peers in a respectful manner.

- Understand that the any form of racism is not tolerated by the school and action will be taken.
- Respect one another and speak out against incidents of racism, whether experienced personally or as a witness.
- Ask staff for help in dealing with such incidents and situations rather than retaliate.

Parents and Carers

- Support the school's commitment to an anti-racist culture.
- By completing our school application form, parents and carers agree to uphold our school values and to understand that any form of racial or derogatory language towards others will not be tolerated.
- Engage with school initiatives and discussions around diversity and inclusion.

The following links provide support for parents:

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism-racial-bullying/>

<https://www.unicef.org/parenting/talking-to-your-kids-about-racism>

Prevention

At Manorfield, our intention is to foster an inclusive environment where every child, irrespective of their background, identity, or ability, feels valued and empowered to thrive. We recognise the significance of diversity, equity and inclusion, in order to create a sense of belonging (DEIB) in enhancing educational outcomes and personal development. In addition to our PSHE curriculum, we aim to provide a curriculum where children feel seen and see others; a curriculum which celebrates, highlights and foregrounds DEIB.

We aim to:

- **Celebrate Diversity:** Enable children to develop an understanding and awareness of the world around them by questioning their surroundings, looking deeply and opening their eyes to fresh perspectives. Ensure a diverse range of significant people who have made a positive impact on the world we live in today are weaved throughout the curriculum. A range of high quality texts including, but not limited to, the Windows and Mirrors' book list.
- **Promote Equity:** Provide tailored support and resources to meet the unique needs of each child, acknowledging that some children may require additional assistance to achieve their full potential.
- **Enhance Inclusion:** Create a safe and nurturing environment where all pupils feel they belong, are respected, and can express their identities freely.
- **Cultivate Belonging:** Foster a community ethos that values relationships, collaboration and mutual respect, ensuring that all children develop a sense of belonging within our school.

Training and Professional Development

- Regular training sessions will be conducted for all staff to enhance their understanding of anti-racism.
- Staff will engage in reflective practice and share success stories and challenges in addressing racism.

Reporting and Responding to Incidents.

1. **Reporting:** All members of the school community are encouraged to report any incidents of racism to a member of staff. Records relating to racist incidents will be treated as highly confidential and uploaded to CPOMS. **See Appendix 1**

2. **Investigation:** All reported incidents will be investigated promptly and thoroughly.
3. **Response:** Appropriate steps will be taken to address the behaviour, including restorative practices and support for affected individuals. Talk with others who have been bystanders to the racism about how they could stop this behaviour in the future and how they can be an ally. Explain to those responsible as well as any onlookers what is unacceptable about the incident. Support for the victim and/or the alleged perpetrator. **See Appendix 2**
4. **Communication:** Prompt communication with parents /carers involved and keep them informed of how the incident is being dealt with and whether the racism has stopped. Data on racial incidents are reported to governors each term, including numbers of incidents, types of incident and a summary of how they have been resolved. Whilst there is no legal obligation to do so, we report any racial incidents to Surrey County Council.

Monitoring and Evaluation

- The Deputy will collect data on incidents of racism and evaluate the effectiveness of the policy annually.
- Feedback from students, staff, and parents will be gathered to facilitate continuous improvement.

Expectations Based on Ofsted Framework

According to the most recent Ofsted framework, outstanding schools are characterised by:

- A clear commitment to equality and diversity.
- Strong leadership that champions an inclusive culture.
- Effective pedagogy that promotes understanding and respect among all students.
- A robust approach to safeguarding which includes addressing issues of inequality and discrimination.