



Anti Racism Policy

SCHOOL POLICY

Review: Every Two Years

Next Review Date: January 2027

Role	Name
Headteacher	Caroline Rodgers
Chair of Governors	Linda Mosley
Designated Governor	
Designated Senior Lead	Caroline Rodgers – Headteacher

1. Introduction

Brockley Primary School is committed to promoting equality, celebrating diversity, and challenging all forms of racism and discrimination. We believe that an anti-racist approach is fundamental to preparing children to become respectful, inclusive, and active members of society.

We are committed to embedding anti-racist principles in our policies, curriculum, teaching, relationships, and wider school culture.

2. Legislative Framework

This policy complies with the following legislation and guidance:

- **Equality Act 2010** (public sector equality duty)
- **The Human Rights Act 1998**
- **The Education Act 2002** (duty to promote the wellbeing of pupils)
- **The Children Act 1989 and 2004**
- **Keeping Children Safe in Education (KCSIE)**
- **Ofsted Education Inspection Framework** (personal development, behaviour, and attitudes)
- **Prevent Duty (2015)**
- **United Nations Convention on the Rights of the Child (UNCRC)**

3. Definitions

Racism is any prejudice, discrimination or antagonism directed against someone of a different race or ethnicity based on the belief that one's own race is superior.

Anti-racism involves actively identifying and opposing racism, challenging racial inequalities, and promoting racial justice through conscious actions and systemic change.

Racial harassment includes verbal abuse, name-calling, derogatory language, physical threats, exclusion, and stereotyping based on race, colour, nationality, or ethnicity.

4. Aims and Objectives

- Promote a culture of anti-racism and actively oppose racism in all forms
- Ensure that all children, families, and staff feel safe, valued, and respected

- Embed equality, diversity, and anti-racist teaching throughout the curriculum
- Tackle stereotypes, unconscious bias, and systemic inequalities
- Engage families and the wider community in anti-racist education
- Ensure swift and robust responses to racist incidents

5. Whole School Approach

Our commitment to anti-racism is embedded through:

a. Leadership and Governance

- The Headteacher and governing body lead and monitor the implementation of this policy
- Equality objectives are published and reviewed annually
- Staff and governors receive regular anti-racism and unconscious bias training

b. Curriculum and Teaching

- Diverse voices and histories are represented across the curriculum
- Books, displays, and resources reflect global cultures and challenge stereotypes
- Children learn about equality, human rights, and cultural understanding

c. Staff Conduct and Training

- Staff model inclusive and respectful behaviour
- All staff receive training on anti-racism, equality, and the Equality Act 2010
- Recruitment, retention, and professional development are free from bias

d. Pupil Voice and Empowerment

- Pupils are taught how to identify and report discrimination
- Opportunities for discussions about race, identity, and justice are encouraged
- Children are supported to become allies and challenge injustice

e. Family and Community Engagement

- We work in partnership with parents and carers
- Families are consulted on policies and included in diversity initiatives
- The school fosters community cohesion through inclusive events and communication

6. Reporting and Responding to Racist Incidents

All racist incidents will be taken seriously and dealt with promptly.

- Incidents are recorded and investigated by the Headteacher or designated lead
- Pupils involved receive support and education to understand the impact of their actions
- Families are informed, and appropriate restorative actions are taken
- Incidents are reported to the governing body and the local authority as required

Examples of racist incidents include:

- Derogatory language or racial slurs
- Bullying or intimidation based on race or ethnicity
- Graffiti, jokes, or online abuse with racist content
- Refusal to work or play with someone because of their race

7. Monitoring and Review

- Equality data (including incidents) is monitored and analysed
- The policy is reviewed annually in consultation with staff, pupils, and parents
- Pupil and staff surveys help assess impact and inform actions

8. Roles and Responsibilities

Governing Body:

- Monitor compliance with the Equality Act and anti-racism objectives
- Ensure the school is a safe and inclusive environment for all

Headteacher and Senior Leaders:

- Promote anti-racism through leadership, policies, and curriculum
- Ensure staff are trained and supported

All Staff:

- Challenge racism and prejudice when witnessed
- Act as role models and report concerns

Parents/Carers:

- Support the school's ethos of inclusion and anti-racism
- Work in partnership with the school to address concerns

Pupils:

- Treat each other with kindness and respect
- Report incidents of racism or discrimination

9. Related Policies and Documents

- Equality Policy
- Behaviour Policy
- Safeguarding and Child Protection Policy
- PSHE/RSE Curriculum Framework
- Complaints Policy
- Staff Code of Conduct

10. Contact and Support

For any concerns or further information about this policy, please contact:

Designated Equalities Lead / Headteacher

headteacher@brockley.derbyshire.sch.uk 01246 823344