Outwood Primary School

ANTI-RACISM POLICY

2026

Date ratified by governors	October 2026
Date for review	Autumn 2027

INTRODUCTION/RATIONALE

Outwood Primary School will not tolerate any form of racism and is committed to the development of an anti-racist ethos. The school anti-racist policy and practice helps to identify and change those attitudes which lead to negative discrimination against people on the basis of their race, ethos, nationality or ethnic origin.

Links to other relevant policies-

- Behaviour
- Attendance
- SEND
- Mental health and wellbeing

Aims

At Outwood Primary School, we aim to:

- Provide an education that is aimed at developing the personality, talents, mental and physical abilities every child to their fullest potential
- Promote race equality and all pupils which will be provided with opportunities to study their own values and those of others,
- Appreciate diversity and develop respect for others
- Support equality, justice and mutual respect

Policy Development

The policy was created by the headteacher in conjunction with the senior leadership team.

Purpose

• To ensure that inline the Equality Act 2010 nobody is discriminated against due their race, ethos, nationality or ethnic origin

• To ensure that Outwood Primary School has a positive impact on mental health, wellbeing, personal and academic achievement

Our work to eliminate racism includes the following:

• Staff training and development

• PSHE curriculum and pastoral interventions

• Curriculum review

• Cultural and community activities

• Audit of languages spoken other than English and action planning

• Engaging with parents and carers

• Listening and learning from the voice of pupils

Our roles and responsibilities

- All our staff are expected to show a strong commitment to equality and fairness.
- Senior Leaders will provide clear guidance and support for staff in taking forward race equality.
- Our curriculum is designed to promote access and success for all pupils and reflects ethnic, cultural and religious diversity.
- Pupils' progress and achievements are monitored effectively and appropriate steps are taken to ensure that all pupils fulfil their potential.
- Pupils who are bilingual, or those with English as an additional language, will be supported to have their specific needs addressed.
- Staff have high expectations of pupils' achievements and pupils have high expectations of themselves and others.
- All members of the school community will show commitment and contribute positively to the school's strategies for tackling racism and promoting race equality.
- Pupils are supported to have self-respect, show respect for others and recognise and value diversity.
- Positive steps are taken to encourage and enable all parents to participate effectively in their children's care and education.
- Parents and other positive role models from the community are encouraged to share their knowledge, skills and expertise.

We will not tolerate any racist behaviour this includes but is not limited to:

Racial Harassment & Harm

This can include:

- Physical assault
- Derogatory name-calling, insults and racist jokes
- Racist graffiti
- Wearing racist badges, or offensive items of clothing
- Carrying or distributing racist material such as leaflet comics or magazines
- Verbal and non-verbal abuse and threats
- Incitement of others to behave in a racist manner
- Racist comments in the course of discussion in lessons

- Ridicule an individual for cultural differences
- Refusal to co-operate with others because of their colour, ethnicity or language
- Written derogatory remarks
- Accessing/ attempting to access racist material on the Internet

Racist Bullying

All racist incidents, including those which could be deemed to be racist bullying must be recorded on CPOMS.

Parents of the perpetrator and the victim will always be informed by telephone. Incidents will be reported to governors and the local authority. The victim will be offered support in school in consultation with parents.

Where there is evidence that a number of individual racist incidents have been perpetrated against the same child, staff should be vigilant to the possibility that the individual could be experiencing the effect of bullying (i.e. a sense of powerlessness, isolation and distress). The steps taken to resolve alleged racist and bullying incidents are the same i.e. reviewing the situation and providing support to, and challenging the behaviour of, those involved.

Racist Incidents Involving Staff

Racist incidents can sometimes involve members of staff as perpetrators or victims. When a member of staff is implicated in a racist incident (either as a victim or perpetrator) the headteacher must be informed and must decide where else the incident should be reported including to the LADO, if appropriate.

The Governing board will be informed of all racist incidents and will consider the school response.

School will also report all incidents of hate to the local authority.

Incidents Occurring in the Local Community

When racist incidents occur outside school and are brought to the attention of staff they will be considered in line with Sections 90 and 91 of the Education and Inspections Act 2006, and our behaviour policy and, as appropriate will be investigated and responded to.

Involving Parents of Alleged Victims or Perpetrators

Parents of alleged victims and perpetrators will be informed of allegation by telephone, and this will be followed up with a letter/email and a meeting as necessary. Parents will be given regular progress reports when an alleged incident is being reviewed and will be informed of the outcomes.

Concerns from parents will be heard and responded to in an appropriate and timely manner.

Violence against Staff

Staff who are threatened by a parent or pupil must report the incident immediately. We will if deemed appropriate report any behaviour we consider to be criminal and will support individual colleagues in such circumstance. **We will not tolerate acts of hate.**

Access to Translation/Interpreting Services

Some parents may require interpreting/translation support in order to engage in a meaningful way with discussion and decision making. Senior Management should endeavour to ensure that appropriate support is provided. Parents should always be informed of their right to be supported by translation/interpreting services where needed.

Supporting Pupils through Positive Intervention

Pupils and parents should understand that all allegations of racist incidents will be treated with the utmost seriousness. School leaders are responsible for deciding how to respond to particular incidents and should seek cognisance of;

- the age of the individuals
- the nature of the incident
- whether there are any behavioural needs which could affect an individual's behaviour towards others
- whether there have been any previous racist incidents involving those individuals
- what action should be taken
- their duty of care to all pupils involved (both victim(s) and perpetrator(s))

It is important to ensure that any child harmed by an incident is fully supported as part of any response.

This policy will be reviewed annually.