



Sully Primary School
Ysgol Gynradd Sili

Anti-Racism Policy and Procedures

Date of Ratification: May 2023
Date of Review: May 2025

Aims

The aim of this Policy is to provide guidelines for Sully Primary School to establish effective procedures for the reporting and recording of racist incidents. As an Anti-Racist school and with core values of welcoming and including all, we actively challenge prejudice and ensure all staff are proficient at identifying racist incidents. It will ensure that action is taken to support the victims of racism and to deal with perpetrators appropriately.

The Policy supports and reflects the information in the following documents:

- Learning for All: Standards for racial equality in schools (CRS 2000)
- Home Office Code of Practice on reporting and recording racist incidents in response to recommendation 15 of the Stephen Lawrence Inquiry Report (April 2000)
- The Equality Act 2010

We all have the responsibility to challenge racism in our institution. Action will only be successful if it forms part of a wider policy which is embedded within all our practices.

Our Mission Statements

Our mission statements are underpinned by the Four Purposes and reflect Sully Primary as a community where we want everyone to flourish.

We learn

We aim to develop curious, reflective and resilient learners who take risks and embrace challenges.

We smile

We aim to create a fun, pupil-influenced and inclusive learning environment that nurtures the well-being of everyone and celebrates success.

We live

We aim to develop ethically informed learners who play a full part in Sully, as their local community, and understand their place in Wales and the wider world.

We dream

We aim to develop resourceful, creative, lifelong learners who aspire to be the best they can be in a changing world.

Our school is a happy, caring, safe place to be. We enable children to develop their own talents and to achieve their own individual potential. We value everyone and we support children to thrive, as individuals and as part of a team. We have a creative, broad and experiential curriculum, where we make connections across a range of learning experiences to develop talents, skills and knowledge, confidence, curiosity and compassion.

Our Vision

Our vision directly reflects our mission statements

**We learn, we smile, we live, we dream
TOGETHER**

Motto

'Together Everyone Achieves More'

Our Values

Our values education is underpinned by our approach to ensuring positive relationships within our school. Our values are:

**RESPECT
KINDNESS
HONESTY**

We expect all of our pupils to:

- Show respect for themselves, others and property;
- Show kindness to themselves and others;
- Always be honest in their thoughts and actions.

It follows that positive relationships are evident when these three rules are fully embedded into our school.

Definition

Our definition of a racist incident is that taken from recommendation 12 of the Report of the Stephen Lawrence Inquiry:

'A racist incident is any incident which is perceived to be racist by the victim or any other person.'

Even if the victim of an incident does not complain, it should be treated as a racist incident if another person perceives it as such. The adult records this as a racist incident, even though the child does not complain to him or her.

Our definition of racial harassment is that of the CRE (Commission for Racial Equality):

'Verbal or physical violence which includes attacks on property as well as on the person, which is suffered by individuals or groups because of their colour, race, nationality and ethnic or national origins, and where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism.'

A racist or prejudice incident may include:

- Derogatory name-calling, insults, racist jokes and language
- Verbal abuse and threats
- Physical assaults
- Ridicule based on difference of colour, race, ethnicity, nationality, culture, religion or language
- Refusal to co-operate with others because of any of the above differences
- Stereotyping on the basis of colour, race, ethnicity, etc.
- Racist comments
- Racist graffiti
- Written abuse
- Damage to property
- Incitement of others to act in a racist manner
- Provocative behaviour such as wearing racist badges or insignia'
- Bringing racist material such as leaflets, magazines or computer software onto the premises
- Recruiting other young people to racist organisations or groups

Dealing with Racist or prejudice Incidents

No incident that is, or appears to be racially motivated, should go unchallenged and every member of staff has a responsibility for responding to the situation.

They should make explicit that any racist behaviour is unacceptable and contravenes the school's policy, culture and ethos. If a member of staff is unable to resolve the matter, it should be referred to the Headteacher. The Headteacher should be made aware of any racist incident.

The action to be taken will depend on whether the perpetrator is known and whether he/she is a young person, a member of staff or an outside perpetrator.

Where the perpetrator is a young person or pupil, staff should explain why racist behaviour is unacceptable. Any disciplinary action taken, including temporary or permanent exclusion, will be in line with the Positive Relationships and Behaviour Policy.

The parents or carers of all perpetrators and victims will be informed of the incident and action taken.

Racial harassment or any form of racist behaviour from any member of staff towards any pupil, young person, parent or another member of staff will not be tolerated and will be dealt with as a serious breach of the school's disciplinary procedure.

Where there is an outside perpetrator, staff should inform the Headteacher.

Recording and Reporting Incidents

In line with the recommendations of the documents cited in the opening section of this document, Sully Primary School records all racist incidents. This includes the following details:

- Date
- Names of perpetrators and victims
- The ethnicity of all individuals involved
- Nature of incident
- Action taken in response
- Name of the person reporting the incident

Any racist or prejudice incidents are reported on the Local Authority's My Concern portal. They are categorised as 'racist behaviour/ bullying by race/ prejudice incident'. All racist incidents will be monitored by the Headteacher and Senior Leadership Team for tracking and response purposes. Reporting is completed termly as part of the Headteacher Report to the FGB, including 'nil' returns.

All incidents which involve a member of a global majority group will be monitored to ensure that potentially racist incidents are not overlooked.

All incidents must be reported as repeat incidents often mean that earlier reports assume greater importance and further action in the form of resolution and education is needed.

Governors are informed of the number and nature of racist incidents and the action taken to deal with them through the Headteachers' Report to Governors on a termly basis.

The pattern and frequency of racist incidents are analysed in order to inform future whole school planning and/or individual pupil support.

The Police will be advised of any racist incidents that may be categorised as crimes.

Support for the Victim

When dealing with racist incidents involving pupils or young people, staff will:

- Listen and hear what the victim is saying.
- Understand the negative impact of this on the victim whether there was intent or not by the perpetrator.
- Remain calm and reassuring.
- Accept their language and terminology.
- Remember that to confide in a member of staff may need considerable courage.

Acknowledge

- Acknowledge the feelings of the young person.
- Confirm they were right to make the disclosure.
- Show they understand the difficulty in discussing the matter.
- Establish whether the incident is part of a pattern.
- Reassure while explaining the need to take the matter further.

Report

Indicate that the information needs to be shared with others in authority in order to stop further harassment. The circumstances of the victim, e.g., age or self-confidence in dealing with the situation for themselves, will be a guiding factor for staff when deciding on a course of action. In certain cases, the victim's identity will need to be protected and the situation must be handled sensitively.

Support

Recognise that victims will need immediate support and must be reassured that the matter will be treated seriously and that a full investigation will take place. Ensure that parents/carers are aware of the incident and kept informed of the progress of any investigation.

It may be necessary to either provide support or encourage parents/ carers to seek support for themselves and other members of the family.

We recognise that members of staff can also experience racial harassment from pupils/young people, from other staff, from parents/carers, and from visitors or members of the public. We will support them in the same way as we would pupils/young people.

Perpetrators of racist incidents may also need to be supported and appropriate action should always be taken. This may involve engaging them in discussion around why their behaviour was unacceptable and/or alerting their parents to the incident and action taken to resolve the issue. A perpetrator may feel anti-social feelings (guilt, sadness) as part of this response but should be left with pro-social feelings (respect, positivity) to reduce the risk of further incidents. When a perpetrator will not accept their behaviour or use of language was unacceptable further guidance and advice may be sought for external support.

Whole School Issues

Racism has an impact on the whole school community and on the wider community it serves. Visual evidence will be dealt with immediately. Where incidents/ language has been witnessed or experienced by others, staff will also speak to them about the impact and consequences so the community sees that this is always challenged.

There is regular and ongoing training and discussion of the issues and a sharing of the school's response amongst all staff, governors, pupils/young people and the local community. This common approach will include communication with parents/carers and community members and liaison with outside agencies.

We will ensure that all those connected with the school community are aware of the policy and procedures and have access to any related documentation.

Monitoring and Review

The Headteachers have overall responsibility for monitoring the recording and reporting of racist incidents. In collaboration with the designated Equality Governor, they will analyse report forms on an annual basis. This analysis will inform reports to parents, Governors and the LA on an annual basis.

The Headteacher will ensure that all staff read the Policy annually.

