Rossington St Michael's C of E Primary School

ANTI-RACISM POLICY

2026-2027

Date of Policy: September 2026

Date of Review: September 2027

At Rossington St Michael's CE Primary School, all children are welcome, accepted, achieve and are loved.

Every pupil has the right to be included in all school activities. The school will not exclude any pupil on racial, cultural, or linguistic grounds.

Addressing Racist Behaviour

The following steps will be undertaken:

- a. Identifying the racist behaviour
- b. Supporting the victims
- c. Dealing with the perpetrator
- d. Dealing with whole school and community impact
- e. Monitoring the situation
- f. Recording and reporting the incidents

Identifying Racist Behaviour

Racism includes conduct, words, or practices that advantage or disadvantage individuals because of their colour, culture, or ethnic origin.

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

Examples of Racist Behaviour:

- Physical assault because of colour, ethnicity, or religion
- Derogatory name-calling, insults, and racist jokes
- Racist graffiti
- Wearing racist badges or insignia
- Bringing racist materials into school
- Verbal abuse and threats
- Inciting others to behave in a racist way
- Racist comments in lessons
- Recruitment attempts to racist organisations
- Ridiculing cultural differences (e.g. food, music, dress)

- Refusal to co-operate with others due to ethnic origin
- Stereotyping

Supporting Victims

- All racist incidents must be reported to the **Headteacher** and recorded.
- Victims should receive immediate support from staff.
- The school's stance on racism should be clearly explained.
- Pupils should be given a safe space to express their concerns.
- Parents/carers of the victim will be informed and involved.

Dealing with Perpetrators

- Incidents reported to and recorded by the Headteacher.
- Parents/carers will be informed and involved in next steps.
- Staff must not ignore racist behaviour; it must always be challenged.
- Racist graffiti must be removed immediately.
- Racist materials must be confiscated.

Racism by Staff Members

Racist behaviour by any member of staff is not tolerated.

Procedures:

1. Incidents reported to the Headteacher
2. Headteacher addresses the issue
3. If unresolved, parents can contact DSAT’s CEO or Diocesan Director of Education
4. The Diocese investigates and responds
5. If still unresolved, complaints can be escalated to the Governing Body
6. Racist behaviour is considered misconduct
7. All parents must be aware of the complaint procedures

Outside Perpetrators

- If physical/verbal abuse or graffiti occurs on site by outsiders, the police will be contacted.
- School premises must not be used to promote racist ideologies.

School & Community Impact

1. Racist graffiti will be removed immediately
2. Racist materials will be confiscated and discussed
3. School-wide discussions or assemblies may be held
4. Feedback from families and the community will be sought

Monitoring Racist Incidents

The school will:

- Record and categorise all incidents (violence, abuse, graffiti, literature)
- Use data to evaluate school response
- Submit an annual report to the Local Authority

Curriculum Commitment

- Reflect Britain's diverse, multicultural society
- School displays should celebrate multiculturalism
- Respect and inclusivity will be modelled in the school's ethos
- Rules will respect religious and cultural practices

Language and Dialect

- The school embraces linguistic diversity
- Pupils' languages are valued and respected
- English is encouraged in group activities to foster inclusion

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Books and Materials

- Resources are selected to reflect our multicultural world
- Materials with racist bias will be removed or used only as discussion tools

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Whole-School Commitment

- We are part of the **Anti-Racism School Award** with Leeds Beckett Carnegie University
- We collaborate with **Educating for Equality** to enrich our curriculum
- We maintain a clear, active **Anti-Racism Action Plan**