



ST LEONARD'S CE PRIMARY ACADEMY
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 Reg Office: As above
 Company Reg No. 07807811
 Head Teacher: Nicola Mills BEd (Hons)



St Leonard's CE Primary Academy Anti-Racism Policy 2017-19

This policy should be taken and used as part of St Leonard's CE Primary Academy's overall strategy, and implemented within the context of our vision, instrument of government aims, and values of a Church of England Academy. St Leonard's is a Church of England Primary Academy which celebrates a love of God and puts the Christian ethos at the centre of all that it does.

1 Introduction

1.1 We believe that all learners should access education in an environment that promotes their welfare and development; is based upon mutual respect and equality of opportunity; has a positive ethos; responds to individuals' rights and needs, and is free from harassment and bullying.

2 Aims and Objectives

2.1 The aims and objectives for anti-racism at St Leonard's are:

- to work towards racial equality in all areas of our school life
- to seek to eliminate racial discrimination
- to combat racial discrimination
- to provide a curriculum that promotes and celebrates cultural diversity and prevents racism
- to record and report all racist incidents
- to provide an environment that is free from oppressive behaviours such as bullying and racism
- to reflect upon and value all social and ethnic groups by providing opportunities for pupils to consider theirs, and others, identities and cultural attributes.

3 Definition of Racism

3.1 This school defines racism as ...'.....conduct or words that advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as it is in its overt form'. Racist incidents include name-calling, racist bullying, graffiti and slogan writing.

4 Planning for Anti-Racism

4.1 Our curriculum will:

- provide sufficient opportunity for pupils to learn about cultural diversity
- directly challenge racist attitudes and behaviour



Living and Learning Together with God's Help



- 4.2** We will do this by using:
- Our school's long-term curriculum planning documents to ensure continuity and progression in the exploration of such themes
 - The QCA curriculum guidance to plan our approach
 - Class circle time sessions to promote the learning objectives within the Citizenship and PSHE curricular

5 Recording and Reporting

5.1 The school will record and report all racist incidents following the LA guidelines. The Head Teacher will report all racist incidents to the governing body at all full Governing Body meetings.

5.2 When dealing with racist incidents in school, all staff will share a common approach and follow agreed procedures:

- When an incident is witnessed or reported, it should be immediately reported to the Head Teacher, or in her absence, the Deputy.
- The School Incident Record should be completed immediately by the Head/Deputy and kept in school.
- Any incidents should be reported termly to the governing body.
- The Head Teacher will inform parent/carers if their child has been involved
- Perpetrators must be told that their behaviour is unacceptable.
- They must be encouraged to fully discuss the incident with the Head/Deputy and to empathise with their victim.
- Further work will then be incorporated into the class circle time sessions to discuss, challenge and build a better understanding of racism, and how it can be eliminated.

6 Monitoring and Review

6.1 All staff and governors of this school are collectively responsible for ensuring that this policy is implemented in its' entirety. This policy will be reviewed annually.