



Trinity St. Peter's

Church of England Primary School

where children shine

## **Anti-Racist Policy**

At Trinity St. Peter's, we take pride in the teachings of our unique school values that underpin all learning. We promote the British fundamental values where British law, democracy and a mutual respect and tolerance for those of other faiths, cultures and beliefs is embedded through all areas of the curriculum. Through ensuring pupils' SMSC development, we are also actively promoting fundamental British values where pupils are encouraged to regard people of all faiths, races and cultures with respect and tolerance. This policy should be read in line with the school's RE, Collective Worship, Equality, PSHE & Citizenship Policy, Behaviour and Anti-Bullying and Multicultural and Multi-faith policies.

### Purpose of Study

At Trinity St. Peter's we recognise SMSC as the over-arching umbrella that encompasses personal development across the whole curriculum, alongside PSHE which is valued as an integral component of our whole curriculum. It is at the heart of our school's development. We strongly believe through our unique set of **SHINE** school values, our broad and balanced curriculum, we promote children's spiritual, moral, social and cultural development. It helps to give children the knowledge, skills and understanding they need to become caring, global citizens of the world with the motivation and confidence to be the best they can be.

VALUES	VISION	INTENT
<p>Serve with a kind heart</p> <p>Service</p>	Follow Jesus' example	<p>Act with integrity and honesty</p> <p>Have a strong sense of fairness, justice and respect for individuals, groups and communities</p> <p>Take responsibility for their own actions and the consequences that accompany them</p>
<p>HOPE with open eyes</p>	Have a positive outlook on life	<p>Believe in themselves</p> <p>Be optimistic</p> <p>Be resilient</p>
<p>Imagine with a curious mind</p> <p>Creation</p>	Think critically and creatively	<p>Ask questions and explore concepts, ideas and possibilities</p> <p>Create original and ingenious ideas,</p> <p>Form new solutions and techniques</p>
<p>Nurture with helping hands</p> <p>Kindness</p>	Be kind to yourself and to others	<p>Show empathy, compassion and respect towards themselves and the needs and feelings of others</p> <p>Have a personal commitment to make a positive difference to their</p>

		own life, the lives of others and the environment  Work well independently as well as effectively and willingly in collaboration with others
Enjoy with happy feet   Joy	Enjoy and appreciate every step of the journey	Enjoy coming to school  Have a love for learning and a thirst for knowledge  Be thankful for their opportunities and experiences

### **Anti-racism at Trinity St. Peter's**

- The primary objectives of Trinity St. Peter's Primary School are to educate, develop and prepare all our pupils, whatever their colour, culture, origin or gender to lead positive, safe and happy lives.
- Pupils, teachers and all other staff working in the school will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for each other's racial and cultural backgrounds and treating each other with kindness, in line with the school's Vision and Values.
- Discrimination on the basis of colour, culture, religion or origin is not and will never be tolerated in this school.
- The school acknowledges the complexity of British society and recognises that it would be failing the pupils if it did not prepare them for their integral part in society.
- The school is committed to emphasising the common elements and values of our country's multiple culture whilst appreciating and celebrating the differences.
- A racist incident is one perceived to be racist by the victim or any other person.

### **Purposes for pupils**

- Pupils will be encouraged to enjoy the multi culturally diverse nature of our society and have opportunities to celebrate the world as it is. On such foundations pupils will develop positive attitudes to the pluralistic society.
- Through a well-balanced, objective and sensitive curriculum, pupils will avoid omissions and misrepresentations of historical, cultural and racial differences and experiences.
- Through the teachings of the British Values, our pupils will be taught from an early age, what constitutes acts of racism and why it is offensive
- To accept and respect languages and names from other cultures

### **Guidelines for staff**

- Pupils' names will be accurately recorded and correctly pronounced
- Staff should be aware of the language or dialect spoken by pupils and their families.
- All people must feel that their language or dialect is valued

- All people must be aware of the use of racist connotations in the language they themselves use.
- All staff should be aware of possible cultural assumptions and bias within their own attitudes.
- The help of parents in school will be welcome and appreciated irrespective of their racial or cultural backgrounds.
- Parents, staff and pupils will be made aware of the school's commitment to mutual respect through website blogs, lessons, assemblies and displays.
- The variety of cultural groups will be evident in the morals, stories and information offered to children and will be evident in pupil's learning
- Racist symbols, badges or insignia on clothing or bags are forbidden in school
- The school will make full use of the advice and resources available to them and continue to source additional support where necessary
- In all staff appointments the best candidate will be appointed based upon strict professional criteria.
- To follow the LEA/Governing Body Admission Policy which does not permit race or colour to be used as criteria for pupil admission.

### **Unacceptable racist acts**

- Direct physical assault or threat of it
- Racist name-calling or racist joke-making
- Expressing prejudices or deliberate mis-information on racial or ethnic distinctions
- Distributing racist literature
- Writing or expressing provocative slogans or catch phrases

### **ACTION**

- All forms of racial abuse by any person within the school is treated seriously.
- We will record, investigate and act upon such incidents and parents will be informed
- All incidents of racism should be reported to the Headteacher or in his/her absence another senior member of staff.
- All racist incidents will be investigated by the Headteacher or other senior staff member
- It will always be made clear to offending pupils that such behaviour is unacceptable.
- Racist incidents in school are reported to the LEA each term
- Racial incidents are reported in the termly Headteacher's report to Governors

**Sanctions will be put in place in line with the school's Behaviour Policy.**

Reviewed during academic year 2024/25

To be reviewed during academic year 2025/26