



# Shawlands Primary School Policy

Anti-Racism Policy  
REVIEWED ANNUALLY

Reviewed: October 2025

At Shawlands  
we want all our pupils to **thrive**  
**academically**, **creatively** and  
**socially** by providing a  
**broad, balanced curriculum**,  
**engaging lessons** and  
**stimulating experiences** in a  
**safe, welcoming environment.**

## Rationale

The primary objectives of Shawlands School are to educate, develop and prepare all our pupils, whatever their ethnicity, culture, religion or gender to lead positive 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 dignity.

Discrimination on the basis of colour, culture, religion or origin is not 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 multiple culture whilst appreciating the differences. A racist incident is one perceived to be racist by the victim or any other person.

## Rationale

At Shawlands Primary School, we are committed to creating an inclusive environment where everyone feels valued, respected, and able to thrive.

Our primary objective is to educate, develop, and prepare all pupils — whatever their ethnicity, culture, religion, gender, or background — to lead positive lives in a diverse society.

All pupils, teachers, governors, and staff will work together to further this objective by personally contributing towards a happy and caring environment, showing respect for each other's identities, and treating one another with dignity.

Discrimination or prejudice on the basis of race, colour, ethnicity, culture, religion or belief, language, or national origin will not be tolerated in our school.

We recognise the diversity of British society and understand our responsibility to prepare pupils for life in modern Britain. We aim to celebrate the common values we share while appreciating and learning from our differences.

A racist incident is defined as **“any incident which is perceived to be racist by the victim or any other person.”** (Stephen Lawrence Inquiry, 1999)

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## Aims

- To actively promote anti-racism through our curriculum, policies, and practice.
- To ensure that all pupils and staff feel safe, valued, and respected.
- To ensure that racist incidents are reported, recorded, and acted upon swiftly and fairly.
- To educate all pupils about the importance of equality, respect, and justice.
- To challenge and address racist attitudes, language, and behaviour whenever they occur.
- To work in partnership with parents, governors, and the wider community to promote inclusion and equality.

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## For Pupils

Pupils will be encouraged to:

- Celebrate the multicultural and diverse nature of society and understand the value of difference.
- Develop positive attitudes towards people of all ethnic and cultural backgrounds.
- Understand from an early age what constitutes a racist remark or action, and why it is harmful.
- Use and respect their home language while learning not to use language to exclude others.
- Learn to recognise and challenge stereotypes, bias, and unfairness.
- Show respect for names, languages, and traditions from all cultures.

Through a well-balanced, objective, and inclusive curriculum, pupils will encounter accurate representations of historical, cultural, and racial experiences and avoid omissions or misrepresentations.

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## Guidelines for Staff

All staff have a collective responsibility to model and promote anti-racist behaviour and attitudes.

- Pupils' names will be recorded and pronounced correctly.
- Staff will be aware of the languages and dialects spoken by pupils and their families.
- Everyone's language and culture will be valued and respected.
- Staff will challenge any racist language, assumptions, or stereotypes, whether intentional or not.
- Staff will reflect on their own potential biases and seek to challenge them through professional development.
- Parents, staff, and pupils will be reminded of our commitment to equality through newsletters, assemblies, displays, and curriculum content.
- The diversity of cultures represented in our community will be celebrated through assemblies, events, and classroom learning.
- Racist symbols, badges, or slogans on clothing or property are strictly prohibited.
- Any graffiti or written material containing racist content will be reported and removed immediately.
- Accurate, inclusive information about different cultures and communities will be available to staff and pupils.
- Recruitment and selection will always be based solely on professional criteria and in line with the Equality Act 2010.
- The Local Authority and Governing Body's admissions policy ensures that race, colour or ethnicity are never criteria for admission.

All new staff will be made aware of this policy during induction.

## Definition and Examples of Racist Incidents

Racist incidents may include, but are not limited to:

- Direct physical assault or threat of violence.
  - Racist name-calling, slurs, or jokes.
  - Derogatory comments about a person's appearance, culture, language, or religion.
  - The display or sharing of racist images or symbols.
  - Distribution of racist or extremist materials.
  - Deliberate exclusion based on ethnicity or culture.
  - Writing or using racist slogans or catchphrases.
  - Online or cyber incidents involving racist content or abuse.
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## Action

- All forms of racial abuse or discrimination by any person within the school community will be treated seriously.
  - All incidents will be investigated and acted upon promptly, with parents or carers contacted as soon as possible.
  - All racist incidents must be reported to the **Headteacher** (or, in their absence, a senior leader) and recorded on **CPOMS** under the "Racist Incident" category.
  - The **Headteacher** will monitor patterns of incidents and report them to the **Governing Body** at each termly FGB meeting.
  - The school will ensure that victims of racist behaviour are supported and that appropriate restorative work takes place.
  - It will always be made clear to any pupil who displays racist behaviour that such actions are unacceptable.
  - All racist acts will be dealt with under the **Behaviour Policy**.
    - In the first instance, this may involve education and restorative discussion.
    - Repeated or serious offences may result in formal sanctions, up to and including suspension or exclusion.
  - The school will work proactively to prevent recurrence by promoting empathy, understanding, and inclusion through the curriculum.
  - If a racist incident involving parents, carers, or members of the wider community occurs, this will also be referred to the Headteacher and, where appropriate, reported to relevant external agencies (e.g. police, Local Authority, or social care).
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## Monitoring and Review

- All racist incidents are logged, monitored, and analysed termly to identify patterns or concerns.
  - Governors review the number and nature of incidents each term.
  - The policy will be reviewed annually by the Headteacher and Governing Body, or sooner if required by legislation or following a serious incident.
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## **Linked Policies**

This policy should be read alongside:

- Behaviour Policy
  - Anti-Bullying Policy
  - Equal Opportunities Policy
  - Safeguarding and Child Protection Policy
  - Online Safety Policy
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