

HIGH ASPIRATIONS

# KNEBWORTH

Primary and Nursery School



## Anti-Racism Policy

*This policy is reviewed on an annual basis  
Next review date: November 2026*



RESPECT - RESPONSIBILITY - RESILIENCE

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## Statement of Intent

Knebworth Primary School is committed to addressing the issue of racism in school and the wider community. The school's curriculum and environment aim to ensure that all pupils and staff understand the importance of embracing and celebrating diversity and difference within society.

As a school, we recognise that we are not naturally diverse, and our families and staff are predominantly from the White British community. We proactively educate our children on racism within Britain, both past and present, and equip them with the skills to identify, challenge and change those attitudes which lead to discrimination against people based on their skin tone, nationality, culture, language or religion. Knebworth is a school that promotes race equity and actively tackles racial discrimination, racist behaviour and racist language.

We believe in inclusiveness and anti-racism, where all stakeholders do not inadvertently discriminate against others or limit what is offered to the staff and children in our care. Everyone who attends Knebworth should be able to attend without the fear of being discriminated against. Our school should be a supportive haven where everyone feels safe and can thrive regardless of their identity.

Our diversity statement (see appendix) was developed in conjunction with this policy and is our pledge to ensuring that all stakeholders feel that they belong, feel safe, feel valued and have equal access to opportunities within our school. This statement underpins all that we do at Knebworth and ensures that every child in our care is represented and respected.

## Purpose

This policy will hold all stakeholders accountable for upholding their duty towards the Equality Act 2010 and Article 2 of the UNCR. Knebworth School understands that anti-racism work requires commitment at all levels and must be sustained over time to ensure meaningful change. Our staff are aware that experiencing racism has significant mental health consequences for young people. Therefore, this policy and all work related to it will be regularly reviewed and amended in response to the needs of our school community.

## The aim of our Anti-Racism work is to:

- Honestly inform and educate all pupils on past and current racial issues
- Empower pupils to be confident and articulate in challenging discriminatory and stereotypical views which inform beliefs and actions
- Give families a strong sense of belonging to our school community and the wider world
- Explicitly teach all stakeholders the difference between being not racist and being anti-racist
- Prioritise racism as a safeguarding issue
- Provide an environment which respects and values diversity
- Prevent direct and indirect racism
- Identify possible barriers to equality of opportunity for students and staff and to ensure that these barriers are addressed where possible

## Links to other relevant policies

This policy should be read in conjunction with the school's:

- Behaviour Policy
- Anti-Bullying Policy
- Staff Code of Conduct
- Knebworth Communication Strategy
- Child Protection Policy
- Mental Health Policy
- Inclusion Policy

## Roles and Responsibilities

### Headteacher

The Headteacher will:

- Take the lead responsibility for implementing this policy and developing a whole-school approach to anti-racism.
- Provide staff members with opportunities to take up training and CPD that addresses racial equality.
- Ensure all staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping.
- Actively seek to implement the best practices which improve the school's anti-racist approach.
- Examine the recruitment of staff from ethnic minority backgrounds and consider whether steps could be taken to improve diversity across the school's employees.
- Ensure the curriculum promotes positive attitudes to ethnic and cultural diversity and a sense of belonging for children.
- Ensure all stakeholders recognise the importance of language to a person's sense of identity and belonging.
- Keep a record of any incidents of racist behaviour and take appropriate action.
- Consider whether to report racist incidents as hate crimes to the police on a case-by-case basis.
- Report any incidents of racist behaviour to the governing board.
- Ensure that activities and opportunities, both curricular and extra-curricular, are inclusive.
- Monitor demographic data to ensure the school has a clear picture of the groups represented in the school community.
- Ensure that cultural traditions of all represented ethnic minority groups are observed in the school.
- Ensure that communication with parents recognises and responds to ethnic and cultural differences.
- Ensure appropriate methods of communication are used to enable all staff, pupils, parents and governors to understand their rights and responsibilities in relation to race equality.
- Ensure a sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment.

- Ensure immediate action is taken to remove racist graffiti from all school property.

### **All Staff**

All staff are expected to:

- Participate in CPD and training relevant to racial equality and dealing with any incidents in the school.
- Ensure that they take all reports of racist behaviour extremely seriously and that claims are never dismissed.
- Be vigilant to racist behaviour, whether this is happening face-to-face or online, and report any concerns.
- Encourage pupils to speak to teachers if they have any worries, concerns or questions about racial equality.
- Seek help from a member of the SLT or the Headteacher if they are unsure how to handle a situation.
- Actively and positively promote racial equality and good race relations.
- Avoid any form of racial discrimination.
- Follow the guidelines for dealing with perpetrators of racist incidents and secure appropriate support for the victims.
- Address racist incidents that are reported to them following agreed procedures stated in the school behaviour, anti-bullying and anti-harassment policies.
- Ensure that they are well informed on race relations legislation.

### **The Governing Body**

The Governing Body will:

- Designate lead governors for equality – TBC.
- Use its power to nominate governors to ensure its composition reflects the community it serves.
- Encourage parents, carers and staff from all ethnic groups when recruiting to the Governing Body.
- Apply the principles of best value without discrimination when purchasing goods and services.
- Monitor and evaluate the implementation and impact of this policy.

The Governing Body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action. This may include the following:

- In the case of pupils breaching the policy, staff dealing with the incident will record the incident, the perpetrator will be dealt with in accordance with the behaviour policy, and the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.
- In the case of staff breaching the policy, the relevant procedures outlined in the staff discipline and grievance policy will be instigated.

- In the case of parents, visitors or contractors breaching the policy, they will be reminded of the school's commitment to race equality and asked to desist. Further incidents may lead to individuals being requested to leave school premises.

## Children

Children will (in an age-appropriate way):

- Act in accordance with the School's Behaviour Policy.
- Treat their peers with respect and dignity at all times.
- Learn to embrace diversity in society and understand the importance of how difference benefits us all.
- Participate in the school's anti-racist curriculum.
- Report any incidents of racist behaviour to a member of staff
- Know who they can ask if they have any concerns or questions regarding racist behaviour and racial equality.
- Understand the implications of participating in racist behaviour, including how this impacts the victims and what the consequences of this will be for the perpetrator.

## Current Practice

At Knebworth we committed to bringing diversity into our school to achieve greater representation and understanding of different communities through a carefully planned, sequenced and inclusive curriculum that recognises the contributions of all members of society.

Our consciously crafted curriculum, amplifies the stories of diverse people, provoking interest, promoting acceptance, and empowering all students with a sense of identity and belonging.

In addition to our bespoke curriculum Knebworth School:

- Provides regular staff training and development
- Provides a broad and representative wellbeing curriculum
- Undertakes regular curriculum review in relation to our cohorts
- Holds cultural and community activities
- Challenges stereotypes and prejudices without judgement

## Racist Incidents

We understand that the children at Knebworth are learning, and that beliefs and actions based on stereotypes and misconceptions may occur, so our response to these incidents is crucial. All initial incidents prompt a teaching and learning opportunity that will positively impact future actions of our pupils. Incidents of racism will be recorded on CPOMS and regularly reviewed and analysed to identify patterns and trends so that repeat incidents are further investigated and escalated where necessary in relation to our anti-bullying and behaviour policies. Staff know that just because pupils aren't reporting racist incidents, it doesn't mean that they aren't happening.

Racism and racial harassment can include, but is not limited to:

- Physical assault
- Name calling, hate speech and derogatory comments
- Racist propaganda such as posters, notices or graffiti
- Cyberbullying
- Expressing prejudices or deliberate misinformation on racial, religious or ethnic groups
- Exclusion, isolation, refusal to cooperate because of skin colour, ethnicity, religion or language barrier
- Ridicule because of cultural differences (such as food, dress, or language)
- Islamophobia

Our response to pupil incidents of racism and discrimination will be broken into four core areas:

**Protect** and nurturing those who are directly affected  
**Teach** the perpetrator about the impact and risk of the action  
**Repair** between the victim and the perpetrator  
**Inform** parents/carers so support and learning can continue at home

Where racist incidents occur between staff, governors or parents our response will be broken into four core areas:

**Protect** and nurturing those who are directly affected  
**Training** given to the perpetrator about the impact and risk of the action  
**Repair** between the victim and the perpetrator  
**Inform** leadership team and governors where necessary

### Reporting and recording

Reports of racist behaviour will be taken extremely seriously by the school and a record of such reports will be made on CPOMS (using the discrimination/racism lozenges) and Arbor (if a child is excluded as a result of their racist behaviour).

The Headteacher will be made aware of any incidents of racist behaviour in full detail and will provide the governing board with information regarding racist incidents. The school will follow any additional reporting and recording requirements as defined by the LA. Incident reports will be reviewed and monitored to identify any trends. This will feed into a plan of action, outlining how to prevent further incidents, will be devised following any incident of racist behaviour.

The victim of any incident of racist behaviour will be informed of any investigation and the outcome. The school will ensure that parents are made aware of the actions being taken to achieve a whole-school approach to anti-racism. Where parents wish to report incidents of racist behaviour, they will be urged to do this with the appropriate members of staff in the school.

## Review of the Anti-Racism Policy

New staff will be introduced to this policy during their induction.

All staff will be required to read this policy each academic year.

There will be a formal review of the policy every year and any necessary amendments will be sent to all stakeholders

All staff at Knebworth are reflective and critical of their practise and understand the need for regular review and adaptations to ensure best practice and equitable opportunities for all.

## Key Staff

Miss Bains	Designated Safeguarding Lead
<i>Mrs Maynard</i>	<i>Deputy Designated Safeguarding Lead (Maternity Leave)</i>
Mrs Clayton	Deputy Designated Safeguarding Lead
Mrs Rajiah	Deputy Designated Safeguarding Lead
Mrs Rix	Deputy Designated Safeguarding Lead
Mrs Moss	Deputy Designated Safeguarding Lead
Mrs Wallace - Poultney	Deputy Designated Safeguarding Lead
TBC	Link Equalities Governors
TBC	Link Safeguarding Governors

## Links and Resources

<https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools>

<https://www.gov.uk/guidance/equality-act-2010-guidance>

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

<https://www.theredcard.org/>

<https://www.antiracism.education/primary>

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism-racial-bullying/>

## Appendix 1 – Knebworth School Diversity Statement

As a school, we recognise that we are not naturally diverse and our families and staff are predominantly from the White British community. As a result, we acknowledge that we need to proactively continue to bring diversity into our school in order to achieve greater representation through a carefully planned, sequenced and inclusive curriculum that recognises the contributions of all members of society. Through our consciously crafted curriculum, we amplify the stories of diverse people, provoking interest, promoting acceptance, and empowering all students with a sense of identity and belonging. At Knebworth, we are fortunate to have all staff and governors fully committed and eager and energised by the work the school is undertaking. Race equity is firmly on the school agenda and forms part of our strategic vision for the school. One of our strategic goals is:

Knebworth School will:

- ❖ *Be known and recognised as a school that promotes diversity, equality and equity, and inclusion in all its forms and whose curriculum is constructed to teach understanding and acceptance, encouraging informed and insightful conversation, and preparing children for life in a multicultural society (Strategic Goal 3)*

At Knebworth, we support our students and by extension our stakeholders to:

- Be informed and educated on current societal issues including race and gender discrimination
- Be confident and articulate in challenging discriminatory views
- Be knowledgeable about the society that they are a part of both local and global
- Have a strong sense of belonging, to our school community and the world beyond our walls
- Be anti-racist
- Understand the possibilities and opportunities that lie ahead of them, no matter their gender, heritage, religion or sexuality
- Know the difference between equality and equity and to be aware that this will present to individuals in different ways as everyone's learning journey is different