

YEADON WESTFIELD JUNIOR SCHOOL



ANTI-RACISM POLICY

MARCH 2026

This school is committed to safeguarding and promoting the wellbeing of all children and expects our staff and volunteers to share this commitment.

We believe that every person has a fair and equal opportunity to succeed, regardless of their age, gender, ethnicity, ability or cultural or religious background, sexuality or disability. We embrace all aspects of global citizenship and community cohesion, promoting British Values throughout all aspects of school life, actively tackling prejudice or extreme views.

Yeadon Westfield Junior School is required to keep and process certain information about its staff members and pupils in accordance with its legal obligations under the General Data Protection Regulation (GDPR). The school may, from time to time, be required to share personal information about its staff or pupils with other organisations, mainly the LA, other schools and educational bodies, and potentially children's services. This policy is written in line with our agreed policy for GDPR.

All pupils have the right to be treated with respect and to feel safe with regard to their individual ethnic background. They have the right to receive their education in an environment which is free from humiliation, oppression or abuse on racial grounds.

Parents/Carers should feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with, and that help, and support will be given to all involved.

Definition of racism: racism is when a person has deliberately been abused, harassed or discriminated against, or perceives this to be the case, in relation to their racial, ethnic or religious identity.

Our school community recognises and nurtures the identity of children of all races and cultures. Our school strives to develop positive anti-racist language, awareness, images and strategies in order to create policies, practice and an environment which reflect that all people are equally valued, and that harassment will not be tolerated.

Our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds. All children need to see and share a range of cultures which are positively valued. Through appropriate personal, social and health education, school assemblies and curriculum, pupils will be shown that racism, in any form, is unacceptable.

The role of staff

- All staff should be always vigilant in class and in the playground, in order that racist behaviour does not go undetected.
- All staff should act as soon as possible and ensure that all interaction is carried out confidentially.
- Staff should remain calm and take time to listen impartially to all involved.
- Staff should avoid labelling pupils as racist and victim; after an incident both pupils may need support to rebuild or reinforce self-image and self-esteem.
- All reports of racist incidents will be logged on CPOMs and the designated safeguarding leads alerted and a Stop Hate form will be completed.
- School will contact parents/carers of the pupils involved and suitable consequences or next steps will be discussed with all parties involved.

Work to address the issues of racism and equality should be taught through the curriculum. There are a wide range of strategies which teachers and staff can adopt:

- Providing positive images and role models in resources and displays which reflect the experiences and backgrounds of all children in our multi-cultural society.
- Examining existing resources to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated.
- Exploring with the children at an appropriate level, issues of racism in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice.
- Encouraging co-operative and collaborative approaches to learning and ensuring that children's cultural and linguistic experiences are reflected and built upon positively in the classroom.

- Having high expectations of all children and demonstrating our confidence in their ability to achieve.

The role of the pupil

- All pupils should adhere to our school's behaviour policy. Pupils have a responsibility to report any incidents of racism.
- Pupils should ask for help from staff to diffuse a difficult situation. They should not retaliate but ask for help from staff.

The role of the parent/carer

- Parents/carers should support the school's policy on anti-racism and will inform the school if they believe a racist act has occurred at school.
- Parents/carers of a pupil who is responsible for racist conduct are encouraged to play an active role in dealing with it.

The role of governors

- The governors are responsible for monitoring and reviewing this policy.
- They will support the head teacher and staff in the implementation of this policy.
- They will be fully informed on matters concerning racism.
- They will regularly monitor incident reports and actions taken.