

St. Michael Catholic Primary and Nursery School

Racial Equality And Anti-Racism Policy



"I came so that you may have life, life in all its fullness" John 10:10

St Michael Catholic Primary School and Nursery is a Catholic family of faith following the teachings of Christ. We strive to create an environment where all members of our school community respect the values of: Church, Independence, Resilience, Caring, Learning and Enjoyment for all. Belief in these values will nurture all as individuals and instil in them the confidence to meet their full potential, providing them with the best grounding for their future place in an ever-changing world.

Policy Date	September 2026
Signed by Head Teacher	Mrs N Collins
Review Date	September 2027

Policy Statement

At St Michael Catholic Primary and Nursery School, we are committed to creating a fully inclusive school community where every individual is treated with dignity, respect and fairness.

We celebrate diversity and recognise the richness that different cultures, languages, backgrounds and experiences bring to our school community.

We believe that racism, racial discrimination, prejudice, harassment and stereotyping have no place within our school and will not be tolerated.

As a Catholic school, we uphold the teaching that every person is made in the image and likeness of God and therefore possesses inherent dignity and worth.

This policy supports our commitment to equality, inclusion, safeguarding and the promotion of positive relationships throughout the school community.

Aims

The aims of this policy are:

- To eliminate racial discrimination, harassment and victimisation.
 - To promote equality of opportunity for all pupils, staff and families.
 - To foster positive relationships between people from different ethnic, cultural and linguistic backgrounds.
 - To actively challenge racism, prejudice and stereotypes.
 - To promote understanding, respect and appreciation of diversity.
 - To ensure that all pupils feel safe, valued and included.
 - To promote community cohesion and belonging.
 - To support pupils in becoming respectful citizens in modern Britain.
 - To ensure compliance with the Equality Act 2010 and Public Sector Equality Duty.
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Principles

At St Michael Catholic Primary and Nursery School we believe that:

- Every pupil should have the opportunity to achieve the highest possible standards.
 - Every pupil should develop a strong sense of personal identity and self-worth.
 - Every pupil should develop respect for people of different backgrounds, beliefs and cultures.
 - Diversity should be valued and celebrated.
 - Equality and inclusion should be embedded throughout school life.
 - Racism and discrimination should be challenged whenever they occur.
 - The curriculum should reflect the diverse world in which we live.
 - Catholic Social Teaching should inform our approach to justice, equality and human dignity.
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Responsibilities

Promoting racial equality is everyone's responsibility.

Governing Body

The Governing Body will:

- Ensure compliance with equality legislation.
- Monitor implementation of this policy.
- Receive information about racial incidents and trends.
- Promote equality and inclusion across school life.
- Ensure the policy is reviewed regularly.

Headteacher

The Headteacher will:

- Provide leadership for equality, diversity and inclusion.
- Ensure this policy is implemented effectively.
- Investigate racial incidents.

- Ensure appropriate action is taken where required.
- Promote a culture of respect and belonging.
- Ensure staff receive appropriate guidance and training.

Staff

All staff will:

- Promote equality and inclusion.
- Challenge racism, prejudice and stereotypes.
- Act as positive role models.
- Ensure curriculum opportunities reflect diversity.
- Respond appropriately to incidents.
- Record concerns and incidents where required.
- Create classrooms where all pupils feel valued and respected.

Pupils

Pupils are encouraged to:

- Show respect for others.
- Value differences.
- Report concerns about racism or discrimination.
- Challenge prejudice appropriately.
- Contribute positively to the school community.

Parents and Carers

Parents and carers are encouraged to:

- Support the values of equality and inclusion.
- Work in partnership with the school.
- Report concerns promptly.

- Promote respectful attitudes at home.
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Tackling Racism and Racial Discrimination

The school operates a zero-tolerance approach to racism and racial discrimination.

A racist incident is any incident which is perceived to be racist by:

- The victim.
- Any other person.
- A member of staff.
- A witness.

Examples may include:

- Racist comments.
- Racist language.
- Derogatory remarks.
- Stereotyping.
- Exclusion on racial grounds.
- Online racism.
- Racist bullying.
- Hate-related behaviour.

All incidents will be taken seriously and investigated appropriately.

Procedures for Dealing with Racial Incidents

Where a racial incident occurs:

- The incident will be dealt with immediately.
- All pupils involved will be listened to.

- Appropriate restorative conversations will take place where suitable.
- The Headteacher or appropriate senior leader will investigate.
- Parents and carers will be informed where necessary.
- The incident will be recorded.
- Follow-up support will be provided.
- Appropriate sanctions may be applied in accordance with the Behaviour Policy.

Where patterns of behaviour emerge, additional intervention and support will be implemented.

Allegations involving staff will be managed in accordance with disciplinary and safeguarding procedures.

Teaching and Learning

The curriculum plays a key role in promoting racial equality.

Teaching and learning will:

- Promote equality, diversity and inclusion.
- Reflect the diversity of modern Britain and the wider world.
- Challenge prejudice, discrimination and stereotypes.
- Allow pupils to explore different cultures and perspectives.
- Develop critical thinking and empathy.
- Encourage respectful discussion and debate.
- Promote British Values and Catholic Social Teaching.
- Celebrate contributions made by people from a wide range of backgrounds.

Curriculum opportunities may include:

- Black History Month
- Refugee Week

- Cultural celebrations
 - Literature from diverse authors
 - Religious Education
 - Personal Development
 - PSHE and RHE
 - Assemblies and Collective Worship
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English as an Additional Language (EAL)

We recognise the strengths and contributions made by pupils and families who speak additional languages.

The school will:

- Support pupils in accessing learning.
- Value home languages.
- Remove barriers to participation.
- Communicate with families effectively where possible.
- Promote inclusion and belonging.

Where appropriate, translation support will be provided to support communication with families.

Catholic Social Teaching

Catholic Social Teaching underpins our commitment to equality and justice.

Through CST, pupils learn about:

- Human dignity.
- Solidarity.
- The Common Good.

- Equality.
- Social justice.
- Respect for all people.

These principles help pupils understand their responsibilities towards others and promote positive relationships within the school community and beyond.

Safeguarding

The school recognises that experiences of racism and discrimination can have a significant impact on wellbeing, mental health and a child's sense of safety and belonging.

Safeguarding procedures will be followed where any incident raises concerns regarding a child's welfare.

All pupils have the right to feel safe and protected from discrimination.

Staff Recruitment and Professional Development

The school is committed to fair and inclusive recruitment practices.

Training and professional development opportunities will support staff in:

- Promoting equality.
- Understanding diversity.
- Challenging discrimination.
- Recognising unconscious bias.
- Responding appropriately to incidents.

New staff will be made aware of their responsibilities through induction processes.

Monitoring and Review

Monitoring will include:

- Pupil achievement and progress data.
- Racial incident records.
- Behaviour information.
- Pupil voice.
- Staff feedback.
- Curriculum monitoring.
- Learning walks.
- Work scrutiny.

The school will use this information to evaluate the effectiveness of this policy and identify areas for improvement.

Policy Review

This policy will be reviewed annually or sooner if changes to legislation, guidance or school priorities require amendment.

Through our commitment to racial equality, inclusion and anti-racism, St Michael Catholic Primary and Nursery School seeks to ensure that all members of our community feel respected, valued, safe and able to experience life in all its fullness.