

# ST MONICA'S CATHOLIC PRIMARY SCHOOL

## Anti-Racism Policy



**'Strive to succeed in the presence of God'**

**T**ogether – as a Catholic community  
**E**veryone - children, staff, parents, carers and parish  
**A**chieves – in their unique way and tries to be  
**M**ore – like Jesus

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Date of Issue	September 2023
Committee	Curriculum Committee
Date Ratified	
Review date	

## **1. Introduction**

At St Monica's Catholic Primary School, we are committed to creating an inclusive and equitable learning environment for all members of our school community. This Anti-Racism Policy reflects our dedication to actively addressing and eliminating racism in all its manifestations.

## **2. Definition of Racism**

We define racism as the unjust discrimination or prejudice based on race, colour, nationality, ethnic origin, or cultural background. This includes both explicit acts of discrimination and subtle forms of bias.

## **3. Commitment**

We are committed to:

- Fostering an environment where every student, staff member, and stakeholder feels valued, respected, and safe.
- Promoting cultural diversity and understanding, acknowledging that our differences enrich our community.
- Taking proactive measures to identify and address instances of racism within the school setting.
- Equipping children and staff with the tools to recognize, challenge, and respond to racism.

## **4. Curriculum and Learning**

We integrate anti-racist education throughout our curriculum, ensuring that students learn about historical and contemporary issues related to racism and discrimination. This helps them develop critical thinking skills, empathy, and an awareness of social justice.

## **5. Training and Professional Development**

We provide ongoing training and professional development for our staff to ensure they are equipped to create an inclusive and anti-racist classroom environment. This includes workshops, seminars, and resources on recognizing and addressing bias.

## **6. Reporting and Response**

Any incidents of racism, whether experienced or witnessed, are taken seriously. We have established clear reporting procedures that encourage open communication while safeguarding the privacy and well-being of individuals involved. Our response aims to address the situation, provide support, and educate those involved - see Appendix 1. The parents of all children involved are contacted and a process of education is used where needed to explain what is and is not acceptable. We have a duty to report all incidents of racism to the Governors on a termly basis.

## **7. Inclusive Policies and Practices**

Our school policies and practices are regularly reviewed to ensure they promote inclusivity and do not inadvertently perpetuate racism. We are dedicated to fostering an environment where all students have equal access to opportunities and resources.

## **8. Community Engagement**

We actively engage with parents, guardians, and the wider community to promote anti-racist values. This includes events such as “Show Racism the Red Card” and “International Cultural Diversity Day”. We foster partnerships that encourage dialogue and collaboration, such as with black authors and artists.

## **9. Monitoring and Accountability**

We continuously monitor the effectiveness of this policy and its implementation. Our commitment to anti-racism is integral to our school's ethos, and we hold ourselves accountable for creating a positive and respectful atmosphere.

## **10. Review**

This policy will be reviewed annually to ensure its relevance and effectiveness in addressing racism within our school community.

By adhering to this Anti-Racism Policy, St Monica’s Catholic Primary School seeks to create an environment where every individual is treated with dignity, respect, and fairness, regardless of their racial or ethnic background. Together, we are committed to building a better future free from racism.

**Appendix 1**

**St Monica's Catholic Primary School Racist Incident Reporting Form**

**Date of Incident:**

**Time of Incident:**

**Location of Incident:**

**Description of Incident:**

*Please provide a detailed description of the incident, including what happened, who was involved, and any witnesses present.*

**Name(s) of Individuals Involved:**

*List names of individuals involved, including any witnesses if applicable.*

**Nature of Incident:**

*Select the appropriate option*

- Verbal Abuse
- Physical Harassment
- Written or Online Harassment
- Discriminatory Comments
- Other (Please specify):

**Impact:**

*Please describe the impact of the incident on the victim(s) and any other individuals involved.*

**Action Taken:**

*Record action taken to address the incident here.*

**Reporter's Name:**

**Reporter's Role:**

**Signature:** \_\_\_\_\_

*A summary of this report will be provided to the full Governing Body (anonymously) We aim for this to help us address incidents of racism effectively.*