

Anti-Racism Policy

Willow Grove Primary School



“Be Safe, Be Kind, Be Positive”

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Approved by:	Willow Grove Governing Body and Senior Leadership Team	Date: September 2025
Created by:	Headteacher, Senior Leadership Team, Willow Grove staff, Governors and parent voice.	
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1. Introduction

Willow Grove Primary School is a specialist Social Emotional Mental Health (SEMH) provider and provides outreach support to mainstream schools in the Wigan Borough.

Willow Grove Primary School is firmly committed to promoting equality, diversity, and inclusion within our school community. No pupil should have their education tainted by racist behaviour and staff members should be able to attend work without the fear of being discriminated against – school should be a safe, kind and positive environment for everyone. This approach is in keeping with our agreed school values, “Be Safe, Be Kind, Be Positive.”

Our aim is to ensure a safe, supportive, and inclusive environment for all students, staff, parents, and visitors, irrespective of their race, ethnicity, or background. The intent of this policy is to affirm our stance against racism in all its forms and to actively implement practices that promote anti-racism within our educational framework. Racism is a crime, and race is a protected characteristic under the Equality Act 2010.

Objectives

1. **To Foster Understanding:** Educate the school community about racism, its impact, and the importance of anti-racism.
2. **To Promote Inclusion:** Create an environment where all students feel valued and respected.
3. **To Enhance Cultural Competence:** Equip students and staff with the tools to engage with and celebrate diversity.
4. **To Encourage Reporting:** Establish clear procedures for reporting incidents of racism and addressing them promptly and effectively. This is done by staff under serious incidents on Behaviour Watch.
5. **To Engage the Community:** Work collaboratively with parents, guardians, and local organisations to support anti-racist initiatives.

The Headteacher is Miss L.Glover

The member of staff in charge of Pastoral care is Mrs S.Latham

The Governor in charge of Diversity and Inclusion is Mr S.Readings

2. Legislation and guidance

Definitions

- **Racism:** Discrimination or antagonism directed against individuals or groups based on their race or ethnicity, which is classified as a criminal offence.
- **Anti-Racism:** Active efforts to oppose and eliminate racism in all its forms, promoting equality and justice for all.

Legislative Framework

Our anti-racism policy is underpinned by relevant legislation, including:

- The Equality Act 2010
- The Children Act 1989 (and subsequent amendments)
- The Education Act 2011
- Human Rights Act 1998

- Commission on Race and Ethnic Disparities (2021) 'Education and training'
- DfE (2018) 'Mental health and wellbeing provision in schools'

Expectations from Ofsted

According to the latest Ofsted framework, schools are expected to demonstrate:

- **A rigorous commitment to promoting equality and preventing discrimination:** Schools must actively seek to eliminate discrimination, promote equality, and foster good relations.
- **High standards of education:** Curriculum content should reflect the diverse cultures of all students and promote understanding and respect.
- **Personal Development and Welfare:** Students must feel safe, valued, and show an understanding of diversity and a respect for others.
- **Community Engagement:** Schools should engage with parents and the wider community in promoting anti-racist practices.

3. Roles and responsibilities

Responsibilities

- **Headteacher and Senior Leadership Team (SLT):** Oversee the implementation of the policy, coordinate training sessions, and lead on reviewing and reporting progress.
- **All Staff:** Staff members are expected to model anti-racist behaviour and intervene appropriately when witnessing racist behaviour. Staff are also expected to record incidents under serious incidents on Behaviour Watch.
- **Governors:** Support and monitor the policy's effectiveness and ensure appropriate resources are allocated for its successful implementation.

Partnership with parents/carers

Parent/carer partnerships are vitally important to the staff at Willow Grove and we count on your support in tackling all forms of prejudice, including racism.

In order to keep you informed, we will:

- **Engagement Events:** Host workshops and seminars for parents and guardians on anti-racism strategies and the importance of inclusivity.
- **Partnerships:** Collaborate with local community organisations to facilitate educational opportunities and events focused on diversity.
- Keep you up to date via our school website, letters and/or Class DoJo.

Implementation

1. Education and Training

As part of the Willow Grove curriculum, within assemblies and opportunities for reflective conversations throughout the school day, pupils will be provided with the opportunity to learn about racial equality in an age-appropriate manner throughout each Key Stage. The core goals of the school's curriculum will be to:

- Challenge racial inequality.
- Achieve cultural inclusion.
- Respond to the differences in people's lives caused by racism, poverty and discrimination.

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The school will incorporate cross-curricular links wherever possible to improve pupils' knowledge and understanding of racial equality.

Pupils will learn how to define 'race' and 'ethnicity' and how these terms form an integral part of an ethnic minority individual's identity, values and traditions.

Pupils will be taught about the context of today's immigration debates with regard to the number of people who came to the UK from colonies and former colonies.

The school's curriculum will ensure that pupils are taught about the key values that support an anti-racist curriculum, including:

- **Equity** – fairness in access, opportunity, experience and outcome.
- **Justice** – fairness and non-discrimination, safety and security.
- **Inclusion** – belonging and feeling relevant and involved.
- **Voice** – representation, participation and the power to affect decisions.
- **Respect** – enabling and protecting personal and cultural dignity, enabling truthful histories, and destigmatising communities.
- **Wellbeing** – understanding how racism damages victims' physical, mental and emotional wellbeing.

The school will develop strategies which take into account the views of ethnic minority individuals in the school community to provide all pupils with an environment in which they feel comfortable exploring and discussing race within educational contexts.

The school will make use of third-party providers to help raise awareness of racist behaviour, develop tools for prevention and to undertake casework with pupils.

The evaluation of curriculum plans will incorporate the views and ideas of teachers and children, and action will be taken to improve the school's anti-racist curriculum accordingly.

- **Staff Training:** Regular professional development sessions will be held to educate staff about anti-racism, unconscious bias, and cultural competence.

2. Reporting and Response Procedures

- **Reporting Mechanism:** Reports of racist behaviour will be taken extremely seriously by the staff at Willow Grove, and a record of such reports will be made on Behaviour Watch under the Serious Incidents tab. In January 2026, serious incidents will be logged on CPOMS.
- **Investigation:** All reported incidents will be thoroughly investigated by school staff, following consistent procedures to ensure fairness and transparency.
- **Support for Victims:** Provide emotional and psychological support to victims of racism, ensuring they feel safe and supported.

3. Monitoring and Review

- **Data Collection:** Accurately record, monitor and analyse incidents of racism through a clear record-keeping system to inform policy and practice. Staff at Willow Grove will follow the following procedure:
 - Correct
 - Reflect
 - Report

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- **Annual Review:** The anti-racism policy will be reviewed annually by the school leadership team to assess its effectiveness and update practices as necessary.
- The Headteacher will report racist incidents to the Governors on a regular basis as part of the termly Headteacher's Report to Governors. Reporting incidents of racist behaviour to the governing board will take account of any trends and the classes/year groups involved.

4. Links with other policies and documents

This policy operates in conjunction with the following school policies:

- Equality information and objectives
- Positive Behaviour/Relationships Policy
- Teaching and Learning Policy
- Safeguarding Policy
- Admissions Policy
- Anti-Bullying Policy
- Staff Code of Conduct
- Greivance Policy
- Dignity at Work Policy
- Whistleblowing Policy
- Disciplinary Policy and Procedure
- Prevent Duty

All of the above policies can be viewed via our school website, alternatively, you can request a paper copy by emailing enquiries@admin.willowgrove.wigan.sch.uk

Willow Grove Primary School is dedicated to maintaining a respectful and inclusive educational environment where all can thrive free from prejudice and discrimination. This policy serves as a commitment to continuous improvement, reflecting our values and priorities for an equitable and diverse school community.

You can find further information regarding the provision at Willow Grove Primary School on our school website.

Next review due by: September 2026