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# St Nicholas at Wade CEP School

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## Anti-Racism Policy

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Updated by: Taralee Kennedy  
Jan 2025

To be reviewed: Jan 2027

This policy is based on a model policy  
from Kelsi

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# St. Nicholas-at-Wade Church of England Primary School

## Policy for Anti-racism

### Vision: Building a foundation of equality, respect, and justice



In the parable of the Wise and Foolish Builders (Matthew 7:24–27), Jesus teaches that strong foundations help us stand firm through life’s challenges. This principle guides our commitment to anti-racism: by actively promoting equality, challenging discrimination, and celebrating diversity, we create an inclusive school community where every child is valued and respected. Rooted in our Christian values and statutory responsibilities, our policy ensures that pupils grow with an understanding of fairness, dignity, and justice, enabling them to flourish academically, socially, and morally.

### Rationale

The report on the Stephen Lawrence Inquiry by Sir William Macpherson (February 1999) challenges us all to ensure that institutional racism is not a feature of our school.

This policy focuses on issues around curriculum progress and attainment.

This policy is relevant to all, including: Governors, all staff, pupils and parents.

It is complementary to the policy for equal opportunities.

### Kent Context

Schools in Kent have very different representations of ethnic minorities, including high percentages of pupils from Asian backgrounds, high percentages of pupils who have recently become refugees, traveller children and schools where there are apparently no ethnic minority pupils. We also recognise that the complexity and richness of diversity

comes from a range of religious beliefs. Every school needs to tackle its individual situation with understanding and sensitivity. The work which *St. Nicholas-at-Wade Church of England Primary School* undertakes to tackle racism will not only ensure that the school is not institutionally racist but will also provide an investment for the future, preparing pupils to take a responsible role in the creation of an anti-racist society. On a day-to-day basis the pupils at this school do not have access to a wide range of ethnic minorities or children with different religious beliefs.

### Aims

- The development of a caring ethos in which all pupils, staff, parents and visitors are treated equally and valued for their differences.
- The development of individual pupils who are able to relate work and play with others without discrimination of any kind.
- To ensure a diverse representation of people around the school, within the curriculum, in books, through authors and in Worship

### Objectives

- The enhancement of self-esteem and the development of motivation
- The improvement of progress and attainment for all pupils, with a positive focus on ethnic minorities.
- The appreciation and valuing of differences in background, experiences, beliefs, feelings and attitudes.
- The development of cultural understanding and appreciation.

- The development of religious understanding and appreciation.
- The acceptance of responsibility for one's own actions.
- The acceptance of responsibility towards others in the community.

### **Principles of Teaching and Learning**

Learning about racism will take place within many different subjects and as part of life around the school. The Christian ethos of *St. Nicholas-at-Wade Church of England Primary School* supports anti-racism. All staff work to empower our pupils. We want pupils to control their own behaviour and be unafraid of race and racism. Our school acknowledges that racism is a factor in everyone's life, even where there are few or no ethnic minority pupils. Our JLT (junior Leadership Team) works to make a real contribution to life at the school and pupils contribute meaningfully towards school life. We accept responsibility for vulnerable pupils and those who are underachieving. Teaching strategies encourage an appreciation of difference and allow for pupil's different learning styles. *St. Nicholas-at-Wade Church of England Primary School* provides activities for pupils when they are most likely to get into trouble, for example break times, lunch times.

### **Attainment and Progress**

Research has shown that some pupils from ethnic minorities may make slower progress than their peers and consequently underachieve. Because we are a small school, all children are well known to every adult and are treated as individuals. Where we are concerned about children's progress, they are assigned mentors we refer to these children as Champion Children.

### **Curriculum**

We provide a broad and balanced curriculum, with a particular focus on spiritual, moral, social and cultural development. We ensure that stereotypes are challenged and children see themselves represented as well as others.

### **PSHE in anti-racism**

The curriculum provides opportunities for pupils to discuss issues within and beyond school, which relate to and explore racist attitudes and actions.

### **Partnership with Parents**

We try at all times to be welcoming and helpful. We are able to have close contact with all of our parents and continually work to improve lines of communication.

### **Monitoring**

The school will monitor the following:

- Racist incidents, which are documented, recorded and reported.
- The attainment and progress of pupils from ethnic minority and disadvantaged groups.
- The proportion of excluded pupils who are from ethnic minority groups as compared with whole school figures.

### **Support Available**

Kent Traveller Support Service

Kent Language Support Service

Commission for Racial Equality

Elliott House

10-12 Allington Street

LONDON SW1 5EH

☎ 020 828 7022

This agency provides the services of Youth Officers to give support and information to teenagers who are suffering from racism. They hold

information on specialist organisations nationwide and can provide resources for teachers.

**Racial Equality council**

Telephone number available in your local phone book

**Childline**

Freepost 1111

LONDON N10 8BR

☎0800 111 ( 24 hours )

**Runnymede Trust**

133 Aldersgate Street

LONDON EC1A 4JA

Provides information on services available to young people experiencing racism.

Policy agreed by Governing Body  
To be reviewed: January 2027