



# Ysgol Gymraeg Dewi Sant

## Anti-Racism Policy

Mawrth 2025

# **Anti-Racism Policy**

## **Introduction**

At Ysgol Gymraeg Dewi Sant, we are committed to zero tolerance of racism. Our aim is to create a safe, inclusive, and supportive environment for all pupils. We believe that every child, regardless of their background, race, or ethnicity deserves respect and equal opportunities to thrive. Our school fosters a learning environment free from discrimination, bullying and racism.

As a school community, we consider that racism in education is treated as a safeguarding issue. The Anti-racism Policy will work in conjunction with our Relationships Policy, Anti-bullying and Safeguarding Policy and Procedures.

## **Statement of Commitment**

Our school is committed to ensuring that individuals and groups are not disadvantaged because of their race, culture, ethnicity, national or religious backgrounds.

As a school we welcome the diversity of cultures, backgrounds, faiths and beliefs and celebrate the backgrounds of all learners, staff and others associated with the school. The school aims to create an inclusive school culture that fosters acceptance and respect for diversity. In doing so, we seek to deepen understanding and knowledge, promote pupil and staff wellbeing, and help everyone achieve their full potential.

## **What We Expect from All Members of the School Community**

### **Pupils:**

- Treat others with kindness and respect.
- Report any incident if they perceive themselves to be the victim of racism, or they witness incidents of racism.
- asking for help from staff in defusing a difficult situation without retaliating. This link can support conversation with learners <https://www.childline.org.uk>.

### **Parents/Guardians:**

- Support the school's anti-racism initiatives.
- Talk to your child about the importance of kindness and respect, and report any concerns to the school.

### **Staff:**

- Lead by example in promoting equality, respect, and understanding. Address any incidents of racism promptly and with care.
- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping.
- Promote equal opportunities and good race relations, and avoid discrimination against anyone for reasons of colour, ethnicity and place of origin.

### **Senior Leadership Team:**

- Ensuring all stakeholders are aware of how to report racist incidents.
- Investigating incidents of racism and providing appropriate re-education and/or sanctions to perpetrators of racist incidents.
- Being the trained contact point for allegations of racism and providing timely and professional responses to complaints regarding racism.
- Monitoring attainment, exclusion and attendance data by ethnicity, identifying trends or patterns to ensure any barriers to learners' feeling part of the community are tackled; and
- Ensuring consistent and clear recording by staff of all forms of racist/prejudice incidents or racist/prejudice bullying on the school safeguarding reporting system- 'My Concern' along with scrutiny of these reports by senior leaders.

#### **Headteacher:**

- making sure this policy is readily available and that the governors, staff, learners, and their parents/carers know about it.
- making sure this policy and its procedures are followed.
- producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy.
- making sure all staff know their responsibilities and receive training and support in carrying these out.
- taking appropriate action in cases of racial harassment and racial discrimination.
- providing a termly report of incidents of racism to the governing body.

#### **Governing Body:**

Ensuring that the school complies with relevant equality and employment legislation, and that the policy and its related procedures and strategies are implemented.

#### **Definition of Racism**

Racist behaviour may be defined as any hostile or offensive act or expression by a person of one racial and ethnic origin against a person of another racial group or ethnic origin or any incitement to commit such an act:

- In a way that interferes with the peace and comfort of the offended person.
- So that the offended person fears for personal safety.
- So that the quality of life of the person offended is reduced.

The following categories of Racist Behaviour have been identified:

- Physical assault against a person or group because of colour or ethnicity
- Name calling
- Verbal abuse and threats
- Incitement to others to behave in a racist way
- Racist comments
- Ridiculing an individual for cultural differences

- Refusing to cooperate with others because of their ethnic origin

### Prevention

Our approach to preventing racism within our school involves explicit teaching about racism and its effects, celebrating difference and diversity and promoting equality, inclusiveness and positive behaviour.

We do this through:

1. Whole school ethos and environment
2. Whole school activities
3. Curriculum
4. Training and support for staff
5. Involving learners
6. Partnerships with parents, carers and communities.

### Commitments

Ysgol Gymraeg Dewi Sant is committed to being an anti-racist school and to promote equality and actively tackle discrimination within all areas of school life. We are:

- Committed to the elimination of racial discrimination, including direct and indirect racism, racial vilification, abuse, and harassment in all aspects of the learning and working environment.
- Ensuring that all members of the school community understand their rights and responsibilities under the Anti-racism policy.
- Providing learners, staff, parents, carers and all members of our community with a mechanism for the lodgement and resolution of complaints.
- Challenging racial discrimination, racist behaviour, racist language or harassment, prejudice and stereotyping, however thoughtless or unintentional.
- Committed to providing an environment which respects and values diversity and shows consideration for the traditions, cultures and religious practices from different ethnicities and different geographical regions.
- Assisting in the identification of barriers to equality of opportunity for learners and staff and to ensure that these barriers are addressed where possible.
- Making sure that all learners and staff are encouraged and supported to achieve their full potential.
- Educating staff and learners on issues, concepts and theories pertaining to racism. This is so that all members of the school community can recognise and report racism in all its forms. **This approach will reflect national and government guidance.**

In addition:

- our school community recognises and nurtures the identity of learners and staff of all faiths, ethnicities and cultures.
- we promote the diversity of our school community, and the wider world.

- our school strives to develop positive anti-racist language, awareness, images, role models and strategies 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 learners need to see and share a range of cultures which are positively valued.
- our school strives to be an actively anti-racist school, in line with the Anti-Racist Wales Action Plan [Anti-Racist Wales Action Plan](#).
- our school continues to develop an anti-racist ethos, curriculum and teaching, through which all learners will have positive representation and understanding of racial groups.
- our whole curriculum strives to actively challenge racism.
- in our school learners will be shown that racism, in any form, is unacceptable and that all individuals have a responsibility to challenge racism; and
- racist symbols, badges or insignia are forbidden in school.

### **Responding to Incidents of Racism**

The school recognises the need for education to eradicate racism. All stakeholders in school must be able to identify racism, cultural prejudices or unconscious bias for us as a community to respond, challenge and prevent.

The need for education extends to dealing with the perpetrators of racist incidents. Where incidents are caused by a lack of understanding the learner(s) will be directed to reading / an empathy task / reflecting on the harm caused which will be age appropriate. Restorative conversations will take place for pupils to understand the impact of their actions on others.

Where the incident stems from a desire to cause harm / distress / or is a repeated incident of racism the pupil(s) involved will be sanctioned in line with the school's Anti-bullying, Safeguarding and Relationships policies.

The aim when managing any racist incident is to find a way to achieve mutual understanding and reconciliation. The process of reconciliation requires those at fault to hear and acknowledge the hurt they have caused, admit their mistakes and genuinely apologise. These reconciliation meetings will be offered to all who experience or are involved in racist incidents.

### **Procedure for dealing with alleged racist incidents involving learners**

“Any incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person’s race or perceived race.”

Based on the above definition, for the purposes of this procedure, racism may refer to hostility or prejudice based on colour, ethnicity or place of origin.

1. Incident reported to school by staff or parent/carer or pupil.
2. Incident logged on internal school system ‘My Concern’ by member of staff receiving report which is then submitted for triage and investigation by school safeguarding officers.
3. SLT/ Designated Safeguarding Person begins the investigation.
4. Accounts taken from all involved including witnesses.
5. Parents/carers informed of incident and investigation.
6. Appropriate sanction/support given.
  - a) Lack of understanding – the need for education and understanding the harm caused by their actions. The pupil may be directed to an empathy task (age appropriate) to reflect on the harm caused.
  - b) Multiple incidents - Due to the harm or distress caused by the incident/s, there is a sanction in line with the school’s Anti-bullying Policy as well the Relationships Policy.
7. Parents/carers informed of the outcome of the investigation.
8. Restorative conversations take place with all parties involved.

This should be offered in all cases. Learners will need time before restorative conversations take place. All involved are given the opportunity to speak and respond to the situation. There is a restorative justice script and recording form which must be used. Agreed protocols for future interaction are put in place. There should be a behaviour agreement in place.

**Procedure for dealing with alleged racist incidents involving a staff member at Ysgol Gymraeg Dewi Sant**

All incidents should be reported to the Headteacher immediately. This includes incidents where a staff member is racist towards a pupil, where a staff member is racist towards another member of staff or towards a parent or visitor. The incident will be logged and investigated by the Headteacher or a member of the SLT. Incidents of discrimination, harassment or victimisation are deemed gross misconduct and will be treated in line with the school's disciplinary procedure and consideration will be given for referral under section 5 Wales Safeguarding Procedures - Safeguarding allegations / concerns about practitioners and those in positions of trust.

**Legislation**

This policy and any actions that arise because of it, consider current statutory requirements we reference:

- [The Equality Act 2010](#)
- [Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#)
- [Public Sector Equality Duty: Guidance for Schools in Wales](#)
- [Social Services and Well-being \(Wales\) Act 2014](#)
- [The Children's Act 2004](#)
- [The Employment Act 2008](#)