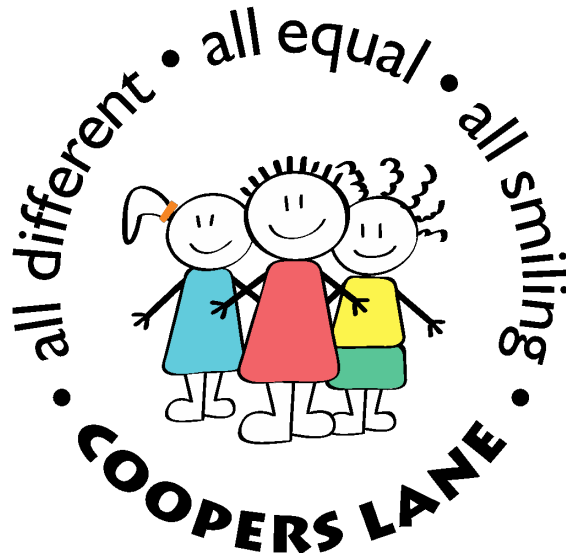


Coopers Lane Primary School



Anti-Racism Policy

Author / Checked : Paul Hooper/Erica Walker

Date: April 2024

Approved by: Governing Body

Date: July 2024

Issue date: September 2024

Next Review due by: July 2025

A Coopers Lane Learner...



...is inspired to be the best version of themselves and takes pride in all they do.

Responsibility



Honesty

...has the tools needed to be confident in making positive choices about behaviour and learning.



Kindness

...has empathy towards others and values the opinion of everyone.



...is excited to share their fun, relevant and memorable learning experiences with family & friends.



Respect

...is a fabulous role model and a respectful citizen, embracing and celebrating the rich, diverse community in which they live.

Love

...develops a curiosity and wonder of the wider world around them.

Happiness

...understands the importance of not giving up, embracing challenge and seeking help when needed.



Perseverance



Every child at Coopers Lane School is recognised as a **unique individual**. We celebrate and welcome differences within our school community. All pupils at Coopers Lane have the right to be treated with respect and to feel emotionally and physically safe. They have the right to receive their education in an environment which is free from discrimination.

[UN Convention of the Rights of the Child](#)

Article 2: non-discrimination

1. Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

2. Parties shall take all appropriate measures to ensure that the child is protected against all forms of discrimination or punishment on the basis of the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.

Article 3: best interests of the child

Article 8: protection and preservation of identity

Article 12: respect for the views of the child

We are an **actively anti-racist school** and committed to ensuring our children leave Coopers Lane with the age-appropriate knowledge, skills, awareness and confidence to talk about and challenge racism.

We provide training to all of our staff to ensure they also have the knowledge, skills, awareness and confidence to talk about and challenge racism.

Our Aims:

- for our curriculum to encourage and celebrate personal identity
- for our curriculum to recognise and embrace difference
- for our children to see themselves reflected in the positive role models and fictional characters that they learn about
- for our curriculum to give children the tools to recognise and understand the existence and impact of inequality
- to empower children to challenge inequality, helping them to grow into anti-racist leaders of the future
- through our curriculum, pupils to be shown that racism, in any form, is unacceptable

- children know their rights and the responsibilities that go with them

We will do this by:

- providing positive images and role-models in resources and displays which reflect the experiences and backgrounds of all children in our multicultural society
- critically examining existing resources in the school to ensure that stereotyped and outdated images and viewpoints of groups of people are not being perpetuated
- developing global dimensions to the curriculum which value contributions of all people, challenging the historical narratives and critically addressing issues of world development and interdependence
- exploring with children at the appropriate level, issues of racism and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice
- encouraging co-operative and collaborative approaches to learning and ensuring that children's cultural and linguistic experiences are reflected and built upon positively in the classroom
- having high expectations of all children
- all staff will deal with racist incidents in accordance with school procedures, and will know how to challenge racial bias and stereotyping
- providing training to all staff, including regular opportunities for discussion using the Lewisham Governors Toolkit (see appendix 1)

Our Governors will:

- ensure that the school complies with race relations legislation, and that this policy is implemented.
- monitor racist incident reports and any actions taken
- engage in training, to include regular opportunities for discussion using the Lewisham Governors Toolkit (see appendix 1)

Our parents and carers will:

- support the school's policy on anti-racism and will inform the school if they believe a racist act has occurred at school or in the wider community
- promote the school values at home

- work with the school to resolve any racist incidents involving their child

Managing Racist Incidents

- All reports of racist behaviour must be investigated
- All racist incidents must be recorded on Scholar Pack, including any action taken to support both the victim, perpetrator and witnesses.
- A member of SLT must be informed of any racist incident
- Parents/carers of all parties involved must be informed
- The school's behaviour policy must be followed and a restorative approach used when planning any action to be taken
- Families will be supported to recognise and challenge any biases that may be influencing behaviour

This policy should be read alongside the Equalities Statement & Objectives and Behaviour Policy.

Reading List for Racial Literacy



Podcast List

- Robin D'Angelo discusses 'White Fragility'- YouTube
- About Race with Reni Eddo- Lodge- Podcast
- Black Lives Matter and being mixed- Podcast
- Slay in your Lane- The Podcast
- We need to talk about the British Empire- Podcast with Afua Hirsch
- Have you Heard George's Podcast?- Podcast by George The Poet
- Nice White Parents- Podcast

How to Build an Anti-racist Classroom by Orlene Badu



Staff training films

<https://www.youtube.com/watch?v=1I3wJ7pJUjg> The Race

<https://www.youtube.com/watch?v=aC7lbdD1hq0> The Look

https://www.youtube.com/watch?v=x14_2chx3IE Was Not Heard

<https://www.shots.net/news/view/new-film-cuts-to-the-heart-of-racist-micro-aggressions> Badlands - All the little things