



Equality, Diversity & Inclusion Policy

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| Policy revised and reviewed: | December 2024 |
| Next review date: | December 2025 |

Contents

You can navigate through this policy via this page

1. [Equality Statement](#)
2. [Scope and Purpose](#)
3. [Guiding Principles](#)
4. [Legislation and Our Duties](#)
5. [Responsibilities](#)
6. [Equality Objectives](#)
7. [Our Commitments](#)
8. [Appendix](#)
Glossary of Terms
Anti-racism Policy

1. Equality Statement

At the heart of Holsworthy's agenda, is for every individual in our school to feel safe. A vital part of creating an integral feeling of safety is to encourage a sense of inclusion for all. Due to this, we are committed to ensuring and promoting equality of opportunity for all children, staff, parents, and guardians: irrespective of race, gender, disability, belief, sexual orientation, sex/gender identity/gender reassignment, and age.

Our aim is not only to promote a culture of diversity and inclusion, but to celebrate it. Ensuring all those within Holsworthy's community can celebrate their identity and participate fully in experiences and learning. Enabling our children to take part as fully as possible, in every part of the establishment's life, by developing each child's self-confidence, recognising their strengths, and encouraging them to achieve their full potential.

With particular acknowledgement of our specific catchment area, we endeavour to challenge discrimination through education. We tackle the positive promotion of equality through learning, tackling bullying, racism, and stereotyping, and by creating a safe welcoming environment that champions respect for all.

Our establishment has a firm belief that every stake-holder in the school community sees their individuality as a strength that must be respected and celebrated by all. We encourage each other to learn from one another and keep improving our sense of understanding of differences and similarities.

2. Scope and Purpose

This Policy covers all individuals working at all levels, including staff, consultants, contractors, trainees, home-workers, part-time and fixed-term staff, volunteers, the governing board, casual workers, and agency staff. It also applies to the wider community such as children, job applicants, ambassadors, and parents/guardians.

The purpose of this policy is to set out our approach to promoting equality and diversity and how we will tackle discrimination and challenge social exclusion. It explains how we will put our commitment into action and comply with the law to ensure that equality and diversity are promoted in our establishment and that our staff, children, and community are not subject to, and do not commit, unlawful acts of discrimination.

3. Guiding Principles

This policy is a single policy that harmonises our aims to ensure equality for all those with protected characteristics, and the education and awareness for our establishment's community.

This unites our policies on

- SEND
- Accessibility Plan

- Relationships (behaviour) & Anti-bullying
- RSE & PSHE
- Safeguarding
- Child Protection
- Whistleblowing
- Medical conditions
- Staff code of conduct
- Attendance
- Pupil premium strategy statement
- *Anti-racism (attached as appendix)*

This policy also combines previous establishment policies on

- Equality

We are committed to developing cohesive communities both within our establishment's physical boundaries and within our local, national, and global environments. Our establishment embraces the whole child. Our aim is to improve children's outcomes, both educational and well-being, by working together. Every person who contributes to our school environment is part of this vision.

The purpose of this policy is to set out how our practice and policies have due regard to the need to:

- eliminate discrimination, harassment, and victimisation
- advance equality of opportunity and,
- foster good relations for all.

as outlined in the [Equality Act 2010](#)

It explains how we will listen to and involve children, staff, parents/guardians, and the community in achieving better outcomes for our children.

Our establishment within the wider context

The national demographic presents an ever-changing picture in terms of age, race and ethnicity, disability, religion and belief, sexual orientation, gender reassignment and social deprivation.

Our school demographic (as of the date this policy was written) is as follows:

EAL: 3.54% (11 children)

SEND – 26.94%

PP – 29.41%

PA – 7.66% (20 children)

Ethnic Groups –

Bangladeshi x 1, White/Asian x 3, White/Black Caribbean x 1, Indian x 1, White Eastern European x 5, Black African x 2

Our community make-up commonly presents more 'far-right' prejudice and lack of education, acceptance and awareness (in the home and community environment) around ethnic minority groups. Therefore, our aim is to re-establish morals of acceptance and celebration of diversity and to always challenge and correct any behaviour or verbal slurs which may be deemed as racist.

We aim to train our staff and reframe their thinking to think in an anti-racist manner without tokenism or bystanding instead of upstanding. We promote upstanding at every level: children, MTAs, TAs, teachers, SLT, governors, parents, church colleagues.

We promote diversity through our choices of curriculum content. We promote diversity through our choices of text types in the core reading spines. We promote diversity through our PSHE and RSE curriculums and we celebrate everyone for their individuality and unique life experience/ethnic group. Everyone is equal, everyone is welcome, everyone is celebrated, and everyone is supported.

4. Legislation and our duties

Equality Act 2010

The [Equality Act 2010](#) protects people from discrimination and harassment. If someone thinks they have been discriminated against they may take their complaint to a court or Employment Tribunal (if they are an employee). The act also places duties on public authorities (including establishments) to be pro-active about addressing inequalities. The Public Sector General Duty (Section 149) states that a public authority must give due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other prohibited conduct.
- Advance equality of opportunity.
- Foster good relations between people.

‘Advance equality of opportunity’ means to remove or minimise disadvantage, meet people’s needs, take account of disabilities, and encourage participation in public life.

Failure to observe these public sector duties could result in a judicial review, but also put establishments at risk of discriminatory practice.

These duties apply to eight **protected characteristics**:

- **Age** - A person of a particular age (e.g. 32 year old) or a range of ages (e.g. 18 - 30 year olds). Age discrimination does not apply to the provision of education, but it does apply to work.
- **Disability** - A person has a disability if they have, or has had, a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. It includes discrimination arising from something connected with their disability such as use of aids or medical conditions. HIV, multiple sclerosis, and cancer are all considered as disabilities, regardless of their effect.
- **Gender reassignment** – Transgender people may have the body of one gender but feel that they are the opposite gender. The word transgender is sometimes used interchangeably with terms such as gender-variant but usually has a narrower meaning and different connotations than gender variant, including non-identification with the gender assigned at birth.

This relates to a person who is proposing to undergo, is undergoing or has undergone gender reassignment (the process of changing physiological or other attributes of sex, therefore changing from male to female, or female to male). Children as young as five may begin to show signs of [gender dysphoria](#) and therefore it is relevant in any establishment environment.

- **Marriage and civil partnership** – Marriage and civil partnership discrimination does not apply to the provision of education, but it does apply to staff and other adults.
- **Pregnancy and maternity** - Maternity refers to the period of 26 weeks after the birth (including stillbirths), which reflects the period of a woman's Ordinary Maternity Leave entitlement in the

employment context. In employment, it also covers (where eligible) the period up to the end of Additional Maternity Leave. Within education it also protects children who are pregnant.

- **Race** - A person's colour, nationality, ethnic or national origin. It includes Travellers and Gypsies as well as White British people.
- **Religion and belief** - Religious and philosophical beliefs including lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. Religion and belief discrimination does not prevent an establishment from carrying out collective worship or other curriculum-based activities, but pupils may withdraw from acts of collective worship.
- **Sex** – Sex refers to a person's understanding and experience of their own gender identity, it is their internal sense of self. Everyone has a gender identity; for some people, it corresponds with the gender assigned at birth, and for some others, it does not. Gender identities are expansive and do not need to be confined within one collectively agreed-upon term. An individual's appearance may not inform you or their gender identity. It is important to understand that one's gender identity does not direct the way we are or the clothing we choose to wear.
- **Sexual orientation** - A person's sexual orientation, is the part of their identity that relates to who they find attractive. Although it is in the name, the attraction to other people does not have to be sexual, it could be romantic, or connection-based. Some people are attracted to a particular gender or genders, some people are attracted to who the person is (their morals, values, humour, intelligence, etc.) and for some it is a combination of the two. Sexual orientation equality is as relevant in a primary school environment as it is in a secondary school. For example, a child may have an older sibling or parent who is gay. Children may experience friends 'questioning' or disclosing at any age. Establishments with a particular religious ethos cannot discriminate against non-heterosexual children or parents/guardians.

We understand that an individual's gender identity and sexual orientation is individual to them.

The legal duties to eliminate harassment and foster good relations make it clear that establishments must address bullying and prejudice-related incidents, based on a protected characteristic, such as racism or homophobic bullying.

The expectation in law is not only for establishments to respond when an incident occurs, but to also take steps to prevent those incidents from occurring or escalating.

Because of its relevance to the duty to eliminate harassment and foster good relations, this means that establishments should [report incidents to the local authority](#), publish information on performance, and set objectives about bullying and prejudice-related incidents. What is published will vary according to establishment size, but it could include publishing basic data, supported by a narrative, about the number and type of incidents reported and dealt with.

We will take care not to publish any details that could identify specific individuals. An establishment can include relevant objectives in its development plan, and it should also refresh its equality objectives at least every four years.

For more information, please familiarise yourself with the DfE's [Equality Act 2010 and schools guidance](#).

The Education and Inspections Act 2006

There are a number of statutory obligations on establishments with regards to behaviour which establish clear responsibilities to respond to bullying. In particular, section 89 of the [Education and Inspections Act 2006](#):

- states that every establishment must have measures to encourage good behaviour and prevent all forms of bullying amongst children. These measures should be part of the establishment's behaviour or relational policy which must be communicated to all children, staff and parents/guardians.
- the headteacher can determine measures to be taken with a view to regulating the conduct of pupils at a time when they are not on the premises of the establishment and are not under the lawful control or charge of a member of the staff of the establishment. These incidents should be [reported to the local authority](#).

Keeping Children Safe in Education

The DfE's guidance reiterates the expectations and obligations of establishments:

- All staff should be aware of systems within their establishment which support safeguarding and these should be explained as part of staff induction. This should include a behaviour policy that should outline measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying.
- To focus on key issues of concern and how to improve children's outcomes. Some children may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobic or transphobic bullying or racial discrimination. Such concerns will differ between establishments, but it is important establishments are conscious of disproportionate vulnerabilities and integrate this into their safeguarding policies and procedures.
- It is important that establishments consider sexual harassment in broad terms. Sexual harassment (as set out above) creates a culture that, if not challenged, can normalise inappropriate behaviours and provide an environment that may lead to sexual violence.

It also reminds us to recognise, by providing suitable CPD, the additional risks that children with special educational needs and disabilities (SEND) face online, for example, from bullying, grooming and radicalisation, and are confident they have the capability to support children.

Additional key points to note are that this guidance puts emphasis on having an online safety policy, LGBTQ+ inclusion policy and working closely with the local authority.

To familiarise yourself with the current guidance, please visit the [DfE's website](#).

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour, or communications, could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If staff feel that an offence may have been committed, they should seek assistance from the Police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety, or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

5. Responsibilities

Governing Board

- Ensure that the establishment complies with equality-related legislation.
- Ensure that the policy and its procedures are implemented by the headteacher.
- Ensure all other establishment policies promote equality.
- Give due regard to the Public Sector Equality Duty when making decisions.

Headteacher

- Implement the policy and its related procedures.
- Make all staff aware of their responsibilities and provide training as appropriate to enable them to effectively deliver this policy.
- Take appropriate action in any case of actual or potential discrimination.
- Ensure that all staff understand their duties regarding recruitment and providing reasonable adjustments to staff. It is unlawful for an employer to enquire about the health of an applicant for a job until a job offer has been made unless the questions are specifically related to an intrinsic function of the work - for example ensuring that applicants for a PE teaching post have the physical capability to carry out the duties. Establishments no longer require job applicants to complete a generic health questionnaire. Neither should they seek out past sickness records until they have made a job offer.
- Ensure that all staff and children are aware of the process for reporting and following up on bullying and prejudice-related incidents.

All staff

- Enact this policy, its commitments and procedures, and the responsibilities associated with this policy.
- Deal with bullying and discriminatory incidents and know how to identify and challenge prejudice and stereotyping.
- Promote equality and good relations and not discriminate on any grounds.
- Attend such training and information opportunities as necessary to enact this policy and keep up to date with equality legislation.
- To be models of equal opportunities through their words and actions.

Children

- Refrain from engaging in discriminatory behaviour or any other behaviour that contravenes this policy.

Visitors (e.g. parent helpers, contractors)

- To be aware of, and comply with, the establishment's equality policy.
- To refrain from engaging in discriminatory behaviour (for example, racist language) on establishment premises.

6. Equality Objectives

Most recent guidance on this was published in 2023.

[England PSED technical guidance \(1\).docx](#)

This policy is written based on the aforementioned guidance.

Given our demographic and EAL intake, our objectives are as follows:

Our establishment has two specific duties to assist us in meeting our general duty set out by the Equality Act 2010.

They are:

1. For **children to experience a diverse range of role models** in collective worship, topics, RE and PSHE lessons - celebrating them as individuals and their cultures
2. To create opportunities in collective worship and classes to **celebrate the skills, talents and contributions of all our children**, while simultaneously providing targeted support to **help disadvantaged children develop their skills**
3. To review our curriculum and texts in classrooms and the school library to ensure there is a **realistic and diverse representation of the life today and in the past** - especially avoiding inaccurate stereotypes
4. To **recognise and appreciate the diverse backgrounds and lived experiences of our children**, including aspects of race, culture, religion, family structures, special needs and personal identities
5. To **equip staff to support children with EAL (English as an Additional Language)** with additional staff training, access to resources, establishing effective buddy support systems, adaptations in classroom and targeted interventions
6. To **enhance our staff's racial literacy** - fostering a deeper understanding of the experiences of children and families from their diverse cultures, raising awareness of "implicit bias", encouraging self-reflection on their practices, and building confidence to engage in meaningful conversations about race and diversity
7. **To foster an inclusive, respectful, and safe school environment** by reducing prejudice-related language and behaviour; enhancing pupils' understanding and appreciation of diversity; and using data-driven approaches to monitor, respond to, and reduce incidents of bullying, racism, and prejudice through targeted interventions
8. To develop a **more diverse parent/carer voice** that ensures the school's full community is represented and their voices are understood and heard

7. Our Commitments

The primary aim is to enable all children and young people to take part as fully as possible in every part of the establishment's daily life.

Within our establishment we will take steps to promote and celebrate equality of opportunity, foster good relations, and eliminate discrimination or harassment across all the protected characteristics

(age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within the establishment community.

We will achieve this by taking the following measures.

Culture and Ethos

- Our establishment ethos will clearly celebrate equality, diversity, and inclusion.
- We will actively encourage positive attitudes towards children and staff and expect everyone to treat others with dignity and respect.
- Staff will model respect and healthy relationships for the children, through their professional approach.
- The establishment will encourage Cultural Exchange through visitors, workshops, visits, trips and celebrating key cultural dates.
- Our establishment will take the approach of a Growth Mindset.
- We will ensure that all content on our website, parental/guardian newsletters, and letters are accessible, by embedding a translation app, such as Google Translate or Translate Press on our website and translating/adjusting correspondence to families.
- Our publications, website, and graphics will reflect all of our establishment's community.
- We will ensure that children develop an understanding of emotional literacy and how to manage conflict.

Relational Approaches

- The establishment will have a zero-tolerance approach to any racism, bullying and prejudice.
- The assailant of any such incident will receive intervention/education regarding the incident, including gaining an understanding of the nature of the incident, its impacts on their peers and the wider community, and learning how to apologise.
- All incidents of bullying, prejudice and racism, including prejudice towards sexual orientation, gender identity, religion and belief, disability, sexual harassment/sexism will be reported to the local authority.
- We expect that all staff will be role models for equal opportunities, deal with bullying and discriminatory incidents, and be able to identify and challenge prejudice and stereotyping.
- Throughout the year, we will plan ongoing events to raise awareness of equality and diversity. This may include a focus on disability, respect for other cultures, religions and beliefs, anti-homophobia/gay pride, gender equality, developing community cohesion, and an understanding of the effects of discrimination.
- We will ensure children, parents/guardians, and staff are consulted in the development and review of this policy and our equality objectives.
- We will regularly seek the views of children, parents/guardians, advisory staff and visitors to the establishment, to ensure that the establishment environment is as safe and accessible as possible to all users.
- We will ensure that all staff are aware of their legal duties under the Equality Act 2010, what 'reasonable adjustments' mean in practice and the different forms of discrimination such as:
 - Direct discrimination
 - Indirect discrimination
 - Harassment
 - Victimisation
 - Unconscious bias
 - Third-party harassment

- Discrimination by association
- Discrimination by perception.
- All allegations of discrimination and prejudice against staff and other adults that meet the harm threshold, as outlined in the [Keeping Children Safe in Education guidance](#), will be dealt with appropriately, by contacting the Local Authority Designated Officer ([LADO](#)) and reporting a BPRI to the local authority once the investigation has been completed.
- We will maintain and update an equality policy on our website to show how we are complying our public sector equality duty.

Reasonable adjustments

- We will ensure that all the following is clearly outlined in our disability access plan:
 - We will take reasonable and necessary steps to meet children's needs by using a variety of approaches and planning reasonable adjustments for children with additional needs and disabilities. Enabling our children to take as full a part as possible in all activities.
 - Auxiliary aids and services will be provided for children, where reasonable adjustments are required.
 - We will seek the views of advisory staff and outside agencies and partnerships with other establishments where support is needed.
 - We will make reasonable adjustments to ensure the establishment's environment and its activities are as accessible and welcoming as possible for children, staff, and visitors to the establishment.
 - We are also committed to ensuring staff with additional needs or a disability have equality of opportunity.
 - We will provide a suitable space and time for prayer for Salat (Muslim daily prayer).
 - Children in our establishment will not be disadvantaged in assessments and examinations due to their disability, additional need, or language barrier. We will ensure that appropriate access arrangements are in place.

Curriculum

- We will regularly consider the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action.
- We expect all staff to have high standards of attainment and aspirations for our children, promote common values, help children understand and value the diversity that surrounds them, and challenge prejudice and stereotyping.
- We will ensure the curriculum is accessible to all children with special educational needs and disabilities (SEND) and those for whom English is not their first language.
- Through proactive planning, we will ensure that all children are able to take part in extra-curricular activities and residential visits, and we will monitor the uptake of these to ensure no one is disadvantaged on the grounds of a protected characteristic or socioeconomic.
- When planning the curriculum and resources, we will take every opportunity to promote equality, diversity, and inclusion.
- Our whole curriculum will reflect our establishment's community. Each subject department will outline the steps they take to meet this commitment to the establishment annually, through their subject improvement plan.
- Our assemblies, literary programmes, and PSHE will explore

- Racism
- Discrimination and prejudice
- Gender identity
- Sexual orientation
- Healthy relationships
- Disability (including 'invisible' disabilities)
- Mental health
- Religion and belief,

ensuring a balanced approach to learning to inform children.

- We will ensure all our curriculum content is empathetic to children and staff of different backgrounds by:
 - Ensuring we discuss sex education and mental health curriculum content with parents/guardians from certain religious backgrounds and Travellers before it is delivered and providing alternatives if requested by families.
 - Understanding that parents/guardians have the [right to withdraw](#) their children from sex education and religious studies and we will work with parents/guardians in supporting their request. We will, however, arrange for learning to be sent home so that parents/guardians can deliver this content if they wish.
 - Outlining our curriculum and intent through our website.
 - Providing information to parents/guardians on key content that will be delivered. This is to ensure parents/guardians are able to confidently answer any questions their child might ask, following new learning.
 - Ensuring staff feel comfortable delivering content.
 - Ensuring we take measures to ensure all children will feel comfortable with the content.

English as an Additional Language (EAL)

- We will ensure that a welcome/induction meeting has been arranged for any new EAL children.
- We will arrange for alternative methods of communication where needed for things like: letters, emails and parents meetings.
- We will ensure that we have discussions with new parents/guardians on what **safeguarding** and good **attendance** look like in our establishment.
- Promote equality by ensuring curriculum content is accessible and scaffolded, by providing pre-teaching and/or intervention, and technology if suitable.
- Allow staff opportunity to train and have access to materials which support the needs of the EAL children in our school. (Padlet & CPD)

Gypsy, Roma, Traveller and Showman (GRTS)

- We will monitor the attendance and attainment of GRTS children, engaging with the local authorities [EMTAS](#) for support for children whose attendance and attainment is causing concern.
- We will work with our communities primary schools to ensure that all GRTS children are on an **enhanced transition** plan and hold parent forums for year 5 and 6 GRTS parents/guardians to discuss any concerns. (*if secondary*)
- We will work with our communities secondary schools to ensure that GRTS children are on **enhanced transition** plans and arrange for secondary schools to hold forums for year 5 and 6 GRTS parents/guardians to discuss any concerns. (*if primary*)

- Our establishment will actively build relationships with GRTS communities through
 - Celebrating Traveller history month in June.
 - Arranging Traveller awareness workshops for our children.
 - Contacting EMTAS to deliver Aspirational workshops to GRTS children.
 - Creating a communication plan with parents/guardians for all GRTS children. Ensuring that families know what to expect from the establishment and who they can contact easily.
 - Ensuring our curriculum is flexible to support the broad skill sets of GRTS children.
- Our establishment has zero-tolerance for any GRTS racism, including the use of words such as 'chav', 'pikey' and 'gypsy' (in a derogatory manner).

Training

- All staff will receive training and awareness of:
 - Bullying, prejudice and racism incidents
 - Equality, diversity, and inclusion
 - Extremism and radicalisation
 - Understanding gender identity and sexual orientation
 - Gypsy, Roma, Traveller and Showman
 - English as an Additional Language (EAL) children
- All new staff inductions will include training on equality, diversity, and inclusion – with a planned itinerary of when other training content will be delivered.

Monitoring

- We will monitor the progress and achievement of children by the relevant and appropriate protected characteristics. This information will help the establishment to ensure that individual children are achieving their potential, the establishment is being inclusive in practice, and trends are identified which inform the setting of our equality objectives in the establishment improvement plan and Equality duty review.
- We will collect and analyse information about protected characteristics in relation to staff recruitment, retention, training opportunities, and promotions to ensure all staff have equality of opportunity. We will not ask health-related questions to job applicants before offering a job, unless it relates to an intrinsic function of the work they do.
- We will make reasonable adjustments such as providing auxiliary aids for our staff with disabilities or additional needs.
- Bullying, prejudice and racism related Incidents will be carefully monitored. Any common themes will be addressed in our curriculum, assemblies, and through workshops or intervention. We will engage with the local authority if they request our data as part of their county-wide audit.
- We will publish our data and reviews in line with our Equality Duty mentioned above.

8. Appendix

Definitions

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| BPRI | Bullying, prejudice and racism incidents |
| Cohesion | People from different backgrounds getting on well together (good community relations). There is a shared vision and sense of purpose or belonging. Diversity is valued. Relationships are strong, supportive and sustainable. Cohesion is an outcome of equality and inclusion. |
| Community | From the establishment's perspective, the term "community" has a number of meanings: <ul style="list-style-type: none"> • The establishment community – the students we serve, their families and the establishment's staff. • The community within which the establishment is located – in its geographical community, and the people who live and/or work in that area. • The community of Britain – all establishments by definition are part of it. • The global community – formed by European and international links. |
| Cultural exchange | The sharing of different ideas, traditions, and knowledge with someone who may be coming from a completely different background than your own. |
| DfE | Department for Education |
| Direct discrimination | Treating someone with a protected characteristic less favourably than others. |
| Discrimination by association | When a person is treated less favourably because they are linked or associated with a protected characteristic. |
| Discrimination by perception | When someone is discriminated against because it is believed they have a protected characteristic, whether or not they actually do. |
| Diversity | Recognising that we are all different. Diversity is an outcome of equality and inclusion |
| EAL | English as an additional language - a pupil whose home language is not English or who lives in a bilingual family. |
| Equality | This is more clearly defined as equality of opportunity and outcome, rather than equality of treatment. This means treating people fairly and according to their needs as some people may need to be treated differently in order to achieve an equal outcome. |
| Gender Dysphoria | Gender dysphoria is a recognised condition in which a person feels that there is a mismatch between their biological sex and their gender identity. Biological sex is assigned at birth, depending on the appearance of the infant. Gender identity is the gender that a person "identifies" with, or feels themselves to be. |
| Growth mindset | That there is always scope for learning, improving, and understanding. |
| Harassment | unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them. |
| Inclusive | Making sure everyone can participate, whatever their background or circumstances. Ensuring everyone can experience the same experiences as any other child. |

Anti-Racism at Holsworthy

1) Definition of Terms Key terms used in this policy are defined below.

Race – A protected characteristic forming part of a person's identity, which includes skin colour, nationality (including citizenship), ethnic or national origins and ethnic group (Equality Act 2010)

Anti-racist – The work of actively challenging and opposing racism or racist behaviours, views and misconceptions by educating the school community to promote and celebrate racial equality

Racist behaviour – An episode or a string of episodes that, whether intentionally or not, intimidate, offend, exclude, denigrate, or otherwise hurt a person physically, emotionally, or mentally due to their ethnicity, skin colour, race, religion, or nationality

Ethnic minorities – All ethnic groups except the White British, including the following:

- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or multiple ethnic groups, e.g. White and Black Caribbean or Any Other Mixed Background or Multiple-ethnic Background
- White minorities, including Gypsy, Roma and Irish Traveller groups

2) Roles and responsibilities

The headteacher will:

- ☐ Take the lead responsibility for implementing this policy and developing a whole-school approach to anti-racism.
- ☐ Ensure that everyone in the school community has easy access to this policy and any associated policies.
- ☐ Ensure episodes of racist behaviours are recorded and appropriate actions are taken.
- ☐ Report any incidents of racist behaviour to the governing board.
- ☐ Monitor and analyse whether the composition of the school's staff, including its leadership, is reflective of the cultural contexts of the community in which it serves.

The senior leadership team (SLT) will:

- ☐ Provide opportunities for staff to participate in training and CPD that address racial inequality.
- ☐ Ensure all staff know where they can access guidance relating to any questions, concerns or queries they have about racial equality and how to support their pupils.
- ☐ Listen to the views of all children, staff members and parents and report these to the headteacher. ☐ Ensure that all staff members are aware of and uphold the school's stance that any form of racist behaviour is unacceptable.
- ☐ Ensure that staff members are trained in how best to challenge racist behaviour.
- ☐ Ensure that all staff members receive training on how to recognise, address, and respond to racist behaviours.
- ☐ Open up conversations about race, racism and racist stereotypes and model the intention to achieve a whole-school approach to anti-racism, e.g., assessing what further support is required and what is already in place and going well.

The equality lead will:

- ☐ Ensure that activities and opportunities, both curricular and extra-curricular, are inclusive.
- ☐ Monitor demographic data of children to ensure the school has a clear picture of the groups represented.

- ☐ Offer suggestions to the SLT on how to strengthen the school's anti-racist stance.
- ☐ Ensure that cultural traditions of all represented ethnic minority groups are observed in the school.
- ☐ Work closely with the curriculum lead to ensure that all opportunities for inclusion, celebrating diversity and promoting anti-racism are exploited.

All staff members will:

- ☐ Participate in continuing professional development and training relevant to racial equality and dealing with any episodes in the school.
- ☐ Ensure that they take all reports of racist behaviour extremely seriously and that claims are never dismissed.
- ☐ Be vigilant to racist behaviour, whether it occurs face-to-face or online, and report any concerns.
- ☐ Encourage pupils to speak to their teachers or use the worry boxes in their classes if they have any worries, concerns or questions about racial equality.
- ☐ Seek help from a member of the SLT or the headteacher if they are unsure how to handle a situation.

The governing board will:

- ☐ Hold the headteacher accountable for the implementation of this policy and the whole school approach towards anti-racism.
- ☐ Ensure that the school is meeting staff member's training needs.

The safeguarding team will:

- ☐ Ensure emotional support is provided to any victims of racist behaviour.
- ☐ Make referrals to external agencies or the police where this is appropriate.

Children will:

- ☐ Act in accordance with the behaviour policy.
- ☐ Treat their peers with respect and dignity at all times.
- ☐ Learn to embrace diversity in our school and understand the importance of how difference benefits us all.
- ☐ Participate in the school's anti-racist curriculum. Including upstanding not bystanding.
- ☐ Report any incidents of racist behaviour to a member of staff.
- ☐ Know who they can ask if they have any concerns or questions regarding racist behaviour and racial equality.
- ☐ Understand the implications of participating in racist behaviour, including how this impacts the victims and what the consequences of this will be for the perpetrator.

3. Reporting and recording:

The school will take incidents and reports of racist behaviour extremely seriously and in accordance with our behaviour policy. This will incorporate a strong focus on restorative justice for the parties involved. The perpetrator will have a follow-up of anti-racist education in a 1:1 setting with SLT. The victim will have restorative conversations with both a safeguarding team member and the perpetrator.

A record of such incidents and reports will be made on CPOMS and with county.

Any instances of racist behaviour will be reported in details to the headteacher. The year groups involved and any trends will be taken into consideration when reporting instances of racist activity to the governing body.

The victim of any incident of racist behaviour will be informed of any investigation and the outcome. The school will ensure that parents are made aware of the actions being taken to achieve a whole-school approach to anti-racism. Incident reports will be reviewed and tracked to identify any trends.

6. Support: Following any incident of racist behaviour, the victim's experience will be listened to and validated with the intention of rebuilding any impact the experience, or experiences, have had on their confidence and self-esteem. Pupils will be encouraged to ask questions about race and racism to support their learning and understanding of what it means to be anti-racist. The school will ensure that its supportive and inclusive culture is embraced by every member of the school community and will react to any comments, queries and concerns as appropriate. All staff members and children will be encouraged to educate themselves about racial equality, talk openly about racial equality and discuss ways in which change can be made. Children and staff members will be urged to support one another by holding discussions to further understand the issue of racial inequality and empower their peers and colleagues. The SLT will consider how best to accommodate such discussions and ensure that this is done in a respectful and sensitive manner.

7. Monitoring and review: This policy will be reviewed by the equality lead and ratified by governors every year and updated where appropriate. This policy will next be reviewed in December 2025.