Racial Equality and Anti-Racism Policy – Parent Summary

Racial Equality and Anti-Racism

God shines within our hearts.
Jesus walks by our side.
The Holy Spirit gives us strength.

At St Mary's CVA, we believe that every child is created in the image and likeness of God and deserves to feel **safe, valued, respected and included**.

We celebrate the diversity of our school community and recognise the richness that different cultures, backgrounds, languages, faiths and experiences bring to our school.

Our commitment

We do not tolerate **racism, racial discrimination, racist bullying or racial harassment** in any form.

We are committed to:

- treating every child and adult with dignity and respect;
- promoting equality and inclusion for everyone;
- challenging racist language, behaviour, stereotypes and prejudice;
- ensuring children understand what racism is and why it is unacceptable;
- providing a curriculum and resources that reflect the diversity of our society;
- listening to children and taking their concerns seriously;
- supporting children who experience racism;
- helping children who display racist behaviour to understand its impact and make positive changes; and
- working closely with parents and carers to promote respectful relationships.

Racist behaviour may be verbal, physical, written or online. We take all concerns seriously, whether the behaviour was intended as a joke or not.

If a racial incident occurs

Staff will act promptly to ensure children are safe and supported. Incidents will be reported to the appropriate member of staff and recorded securely on **CPOMS** where required.

The school will investigate concerns fairly and take appropriate action in line with our **Behaviour, Anti-Bullying and Safeguarding Policies**.

Where a concern raises a safeguarding issue, our **Designated Safeguarding Lead (DSL)** will be involved and appropriate safeguarding procedures will be followed.

We will keep in contact with parents and carers where appropriate and will provide support to children affected by racism.

Working together

Creating an inclusive school is everyone's responsibility. We ask pupils, staff, parents, carers and visitors to model kindness, respect and understanding and to speak up when they see or experience discrimination.

We welcome parents and carers raising concerns with us so that we can respond quickly and effectively.

Our approach is underpinned by the **Equality Act 2010**, **Keeping Children Safe in Education 2026** and **Working Together to Safeguard Children 2026**.

For further information, please see our full **Racial Equality and Anti-Racism Policy** or contact the school.