



Chiseldon Primary & Nursery School

Anti-Racism and Equality Policy

Governor's Committee Responsible: Safeguarding & FGB

Status and Review Cycle: Statutory, reviewed every 3 years

Ratified by Governors: February 2026

Next Review Date: February 2029

1. Introduction

Chiseldon Primary & Nursery School is committed to promoting equality, diversity, and inclusion in accordance with the Equality Act 2010. We strive to create a safe, supportive, and inclusive environment where all pupils, staff, governors, parents, and visitors are treated with respect and dignity. Racism, in any form—including direct, indirect, institutional, or online—is unacceptable and will be challenged robustly.

This policy outlines our commitment to eliminating all forms of racism and discrimination and fostering racial equality and justice within our school community.

2. Definition of Racism

Racism refers to any action, attitude, or institutional practice that treats individuals unfairly or unjustly because of their race, colour, ethnic or national origin. This includes:

- Direct discrimination (overt racist behaviours or comments)
- Indirect discrimination (policies or practises that disadvantage particular racial groups)
- Institutional racism (systemic policies or practises that perpetuate racial inequality)
- Racism in digital contexts (cyberbullying, social media abuse)

Racism can cause significant harm and negatively affect the well-being and achievement of those targeted.

3. Responsibilities

3.1 Teachers and Staff

- Model respectful, inclusive, and anti-racist behaviour at all times.
- Provide a positive learning environment that values diversity and promotes equality.
- Ensure teaching materials and practises are culturally responsive and inclusive.
- Challenge and report all incidents of racist behaviour or comments promptly and follow the school's safeguarding procedures.
- Participate in regular training on equality, diversity, and anti-racism.
- Support pupils affected by racism with appropriate pastoral care.

3.2 Pupils

- Treat all members of the school community with respect and dignity, regardless of race or ethnic origin.
- Actively promote an inclusive and respectful environment among peers.



- Report any incidents of racist behaviour or comments to a trusted adult or school authority.

3.3 Parents and Carers

- Support the school's commitment to equality and anti-racism.
- Encourage children to treat others with respect and dignity.
- Engage with school initiatives promoting diversity and inclusion.
- Report any concerns or incidents related to racism to the school.

3.4 Governors

- Ensure the school has a clear and effective Anti-Racism and Equality Policy that complies with legal requirements and reflects best practice.
- Monitor the implementation of the policy, including reviewing termly reports on racist incidents and the school's response.
- Hold school leaders accountable for fostering an inclusive, safe, and respectful environment free from racism and discrimination.
- Support and promote training for governors, staff, and volunteers on equality, diversity, and anti-racism.
- Engage with the school community to promote understanding, inclusion, and the celebration of diversity.

4. Implementation and Monitoring

- The school will maintain clear procedures for recording and responding to racist incidents.
- Incidents will be monitored and analysed to identify patterns and inform preventative strategies.
- The school leadership team will report on racist incidents and the effectiveness of anti-racism measures to the governing body termly.
- This policy will be reviewed regularly (at least every three years) or sooner if there are changes in legislation or school context.

5. Commitment to Equality and Inclusion

Chiseldon Primary & Nursery School is committed to:

- Providing equal opportunities for all pupils to succeed and reach their full potential.
- Creating an environment where diversity is celebrated and all individuals feel valued.
- Taking robust action against racism and discrimination in all its forms.
- Collaborating with the Equality and Human Rights Commission (EHRC) guidelines and best practice.

6. Conclusion

Our school community believes that every individual deserves to be treated with respect and dignity. By working together—staff, pupils, parents, and governors—we aim to create a safe, inclusive, and welcoming environment where everyone feels valued and empowered.