

THE MAELOR SCHOOL



Anti-Racism Policy

Committee Responsible	Wellbeing
Policy Author	SCH
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Introduction

The aim of this policy is to provide information and guidance for parents, governors and teachers about the school's philosophy and practice in relation to combating the incidence of racism at school.

The Maelor School recognises the moral and statutory responsibility to safeguard and promote the wellbeing of all children. We recognise the importance of providing an ethos and environment within our school that will help learners to feel safe, secure and respected; encourage them to talk openly and enable them to feel confident that they will be listened to.

Our school core anti racism principles are:

- All learners have a right to be protected from bullying and discrimination and to be treated equally regardless of age, gender, racial origin, culture, religious belief, language, disability or sexual identity. In line with the statutory guidance, 'If bullying becomes dominant in a school, no learner can fully enjoy their rights under the United Nations Convention on the Rights of the Child (UNCRC), including being safe and receiving an education (Articles 6 and 28).
- All learners have a right to be heard and to have their wishes and feelings considered (Article 12).
- All staff understand safe professional practice and adhere to our code of conduct and other associated policies.
- All staff have a responsibility to intervene effectively when racism happens.

There are three main elements to this policy:

- prevention through the teaching and pastoral support offered to pupils;
- procedures for identifying and reporting cases, or suspected cases, of racism. Because of our day-to-day contact with children, school staff are well placed to observe the outward signs of racism;
- support to those pupils who may have been subject to racism or acted as the perpetrator.

We intend to do this by:



- establishing and maintaining an ethos where pupils feel secure, are encouraged to talk and share their concerns;
- ensure that pupils know that all adults in this school can be approached if they are worried or concerned about matters affecting them or their siblings or friends;
- establishing effective procedures for recording and dealing with racist incidents;
- providing training for staff where appropriate;
- monitor information about incidents of racism in school.

We hope the impact of the above would be an:

- increased recruitment and retention of racially minoritised staff
- increased self-esteem and confidence of students
- increased confidence and trust from racially minoritised parents and carers
- overall increased resilience as a community
- increased understanding and awareness of racism and the racial inequalities it causes
- increased understanding of the diversity in your school community in terms of ethnicities and languages represented
- more confidence in tackling racial inequalities and incidents in schools and colleges
- eliminating unlawful racial discrimination, promoting equality of opportunity and fostering good race relations.

Demonstrating commitment to an anti-racism culture in our school setting will contribute to better wellbeing and mental health for racially minoritised students and staff.

As identified in 'Anti-Racist Wales Action Plan - Welsh Government 2022, the governing bodies of schools have a duty to produce, adopt and implement an Anti-Racism policy for their schools and have in place a separate Behaviour Policy.

As a school we play a key role in tackling issues associated with racism. By effectively challenging racism, we can create a safe environment for children and young people, helping them to realise their potential and improve their emotional health and wellbeing. We make clear to all pupils that such behaviour is unacceptable and will be challenged.

This policy complies with a number of key pieces of legislation, including the:



- Protection of Children Act 1978 (as amended)
- Malicious Communications Act 1988
- Criminal Justice Act 1988
- Children Act 1989
- Education Act 1996
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Education Act 2002
- Sexual Offences Act 2003 (as amended)
- Children Act 2004
- United Nations Convention on the Rights of the Child
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
- Education and Inspections Act 2006
- Learner Travel (Wales) Measure 2008
- Equality Act 2010
- Rights of Children and Young Persons (Wales) Measure 2011
- School Standards and Organisation (Wales) Act 2013
- Social Services and Well-being (Wales) Act 2014
- Serious Crime Act 2015
- Counter-Terrorism and Security Act 2015.
- An Anti - Racist Wales Action Plan 2024
- Curriculum 4 Wales
- Future Generations Act

Our school's definition of racism

“Any incident which is perceived to be racist by the victim/target or any other person, based on a person's racialised identity, ethnicity, culture or religion.”



Signs and Symptoms

A pupil may indicate that they are being subject to racism by exhibiting one or more of the following behaviours which staff should have an awareness of:

- Not wanting to go to attend school or truanting
- Is frightened of walking to/from school, does not want to travel on the bus
- Changes their usual routine or becomes withdrawn, anxious or lacking in confidence
- Feels ill in the morning, stops eating normally, or cries themselves to sleep
- Comes home with clothes/possessions torn, damaged or missing
- Asks for money, starts stealing money, or has dinner or other monies continually lost
- Has unexplained cuts or bruises
- Underperforming in lessons / school work
- Becomes aggressive, disruptive or unreasonable
- Bullies other children or siblings
- Is afraid to use the internet or mobile phone, or is nervous when a message is received
- Runs away or self-harms
- Will not discuss or gives improbable excuses for any of the above.

Terminology

Bystander: A person who is present, whether online or offline, at an event or incident of bullying but does not take part.

Perpetrator: Refers to children and young people who exhibit bullying behaviour towards others.

Targets: Refers to children and young people who are bullied.



Appendix 1: The Maelor School Anti-Racism Flowchart - How to respond to a racist incident

