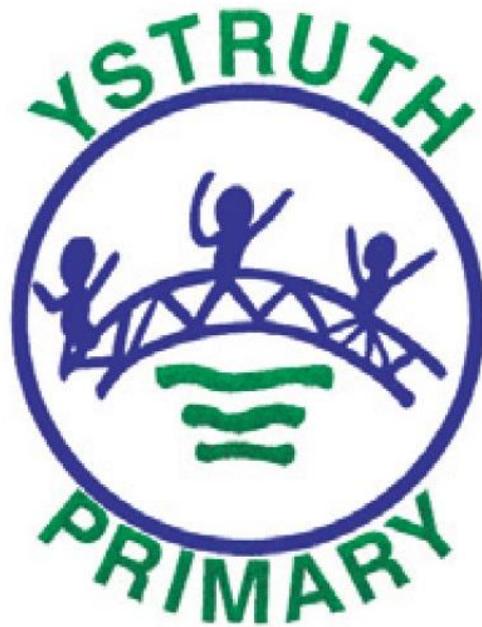


Anti-Racism Policy 2025



Ystruth Primary School Ysgol Gynradd Ystruth

Adopted by Governing Body: November 2025

Date to be reviewed: September 2026



Ystruth Primary School's Anti-Racism Policy



Introduction

At Ystruth, we are not only committed to zero tolerance of racism, but we aim to promote anti-racism, teaching a curriculum which all children can relate to. We are committed to supporting the emotional health and wellbeing of our pupils and staff. We are committed to being anti-racist as opposed to non-racist. We welcome and celebrate the breadth and diversity of tradition, belief and culture of our communities.

As a Gold Rights Respecting School, we place children's rights at the heart of everything we do and are fully committed to the Welsh Government's vision for an Anti-Racist Wales by 2030. At Ystruth, we actively celebrate diversity, challenge discrimination, and work to eliminate racism in all its forms. Our policies and practices are underpinned by the UN Convention on the Rights of the Child (UNCRC), ensuring every pupil is treated with dignity, fairness, and respect.

We regularly remind pupils, staff, and our wider community of children's rights and responsibilities. Pupils are taught to understand not only their own rights but also their role in respecting and protecting the rights of others, helping to create a safe, supportive, and inclusive school environment where everyone feels valued and represented.

Our school culture is built on self-discipline, equity, and mutual respect, encouraging pupils to reflect on how their actions affect others and the wider world. Through our commitment to anti-racism, we ensure that all children, regardless of race, ethnicity, or background, are empowered to thrive academically, socially, and emotionally. This reflects key UNCRC articles: the right to education (Article 28), to be heard (Article 12), to be protected from harm (Article 19), to be treated fairly and without discrimination (Article 2), and to develop their full potential (Article 29).

As a Gold Rights Respecting and actively Anti-Racist School, we are committed to continuous reflection, learning, and improvement to ensure that every decision we make is in the best interests of the child (Article 3) and contributes to a fairer, more equitable future for all.

Definition of Racism

Racism is when someone treats others unfairly or badly because of the colour of their skin, their ethnic background, or their nationality. It involves making assumptions or stereotypes about people based on their race, which can lead to hurtful actions or words. Racism can happen when people are excluded, mistreated, or denied opportunities because of their race or ethnicity. It can affect individuals or groups and can happen in many ways, such as bullying, making offensive jokes, or being denied equal rights or opportunities.



Our Commitment to an Anti-Racist Wales

As a school, we believe that everyone should be treated with kindness and respect, no matter their race, skin colour, or background. We are committed to creating an inclusive and supportive environment where everyone feels valued and safe, and diversity is celebrated.

We must ensure that all members of our school communities recognise that no definition can encapsulate the lived experiences and point of view of those who face racism. We must ensure that we take this into account when dealing with prejudices, discrimination, and oppression in order to deal with incidents appropriately.

Ystruth aims to be inclusive and draw on the experiences, perspectives, and cultural heritage of contemporary Wales. Curriculum for Wales offers all schools in Wales a unique opportunity to explore our cultural heritage and diversity, our languages and values, and our histories and traditions of our communities. In order to develop a strong sense of identity, to support wellbeing, and make connections with people, places and histories elsewhere in Wales and across the world, our curriculum design ensures that pupils will be supported to develop their Cynefin. At Ystruth, we are committed to teaching our pupils to use their right to a voice (Article 12) and speak out to challenge prejudice. To become ethical, informed citizens, we will promote children's responsibility to respect other cultures, languages and religions (Article 30). We want to enable our children to act appropriately and challenge prejudices, discrimination, and oppression in a safe, sensible and respectful manner.

Vision Statement

Our school strives to create a learning community where every child and adult feels a true sense of belonging, where diversity is celebrated, and where racism is actively challenged in all its forms. We aim to ensure that every pupil has the opportunity to thrive in an environment that is inclusive, equitable, and reflective of Wales as a nation of sanctuary.

Our Practical Commitments

Embedding Anti-Racism in Policy and Leadership

- Review and update all school policies to reflect anti-racist principles.
- Provide governors and leaders with ongoing training to ensure accountability.
- Ensure that recruitment and staff development reflect a commitment to diversity and equity.

Managing Racist Incidents Consistently and Fairly

- Adopt clear procedures for reporting, recording, and responding to racist incidents.
- Ensure all staff feel confident to intervene and support both those targeted and those responsible.
- Use restorative approaches that promote understanding, accountability, and change.



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Embedding Anti-Racism into the Curriculum

- Audit curriculum areas to ensure diverse voices, histories, and contributions are represented.
- Use Cynefin to reflect the rich cultural heritage of Wales and its global connections.
- Encourage pupil voice and empower children to challenge prejudice and celebrate diversity.

Staff and Pupil Development

- Provide regular professional learning for staff on anti-racism, unconscious bias, and inclusive practice.
- Establish pupil voice groups to co-design projects and promote anti-racist initiatives.
- Celebrate cultural diversity through whole-school events, assemblies, and displays.

Link to National Strategies

This commitment aligns with the Welsh Government's Anti-Racist Wales Action Plan (2022) and the Curriculum for Wales framework. Together, these provide schools with the framework to build inclusive, ethical, and informed learning communities. Our action plan ensures that we not only comply with these expectations but go further, embedding anti-racism as a lived value within our school.

Monitoring, Evaluation, and Review

To ensure our anti-racism commitments are effective, we will implement ongoing monitoring and evaluation across the school:

- **Racist Incident Monitoring:** All incidents will be logged centrally and reviewed termly by school leaders and governors. Patterns and trends will be analysed to identify areas for improvement and to ensure consistent responses.
- **Curriculum and Practice Audits:** Each school will conduct an annual audit of curriculum content, teaching resources, and displays to ensure diverse representation. Classroom practice will be observed periodically to ensure anti-racist approaches are embedded in everyday teaching.
- **Staff Development and Engagement:** Staff will participate in regular professional learning, and confidence and competence in anti-racist practice will be evaluated via surveys and reflection. Staff feedback will inform future training and leadership support.
- **Pupil Voice and Wellbeing:** Pupils will have opportunities to provide feedback on school culture, curriculum, and incidents through surveys, focus groups, and anti-racism ambassador groups. Their perspectives will guide policy updates, teaching approaches, and school initiatives.
- **Review Cycle:** The policy and associated action plan will be reviewed annually by leaders and governors, ensuring it remains responsive to the needs of the school community. Progress will be reported to staff, pupils, and parents, celebrating successes and identifying priorities for further development.

This approach ensures that anti-racism is actively embedded, regularly evaluated, and continuously improved, promoting an inclusive, equitable, and culturally aware learning environment for all.



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Further Guidance and Support

Welsh Government – Anti-Racist Wales Action Plan - <https://www.gov.wales/anti-racist-wales-action-plan>

DARPL (Diversity and Anti-Racist Professional Learning) - <https://darpl.org>

Show Racism the Red Card (Wales) - <https://www.theredcard.org/wales>

Apex Education – Rachel Clarke - <https://www.apexeducate.co.uk>

Estyn – Promoting Diversity and Anti-Racist Education - <https://www.estyn.gov.wales>

UNICEF Rights Respecting Schools Award - <https://www.unicef.org.uk/rights-respecting-schools>

Race Council Cymru - <https://racecouncilcymru.org.uk>

EYST (Ethnic Minorities and Youth Support Team Wales) - <https://eyst.org.uk>

The Black Curriculum - <https://theblackcurriculum.com>

Educate Against Hate (UK Government) - <https://educateagainsthate.com>