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Europa School UK Anti-Racist Statement

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V2	July 2024	
V3	July 2025	reviewed
V4	July 2026	reviewed
Review Date August 2027		Review annually

Statement of Aims

Europa School UK has a zero-tolerance approach to racism and all types of discrimination. It is unacceptable that anyone has to experience racism or discrimination at their school or in society as a whole. We are committed to challenging and fighting all forms of racial discrimination, inequality, and oppression through an all-school approach to anti-racism. We are extremely proud of our diverse local community and want the school to be a place where our common values of mutual respect and working together are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated.

In addition, the amended Race Relations Act 1976 gives schools a statutory general duty to promote race equality. The aim of the duty is to:

- eliminate unlawful racial discrimination.
- promote equal opportunities.
- And promote good relations between people of different racial groups.

Furthermore, Article 2 of the United Nations convention of the rights of the child states that “Every child has rights “without discrimination of any kind, irrespective of the child’s or his or her parent’s or legal guardian’s race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status”.

Statement of the problem

In recent years, around the world, there has been increased media attention on racist incidents and anti-racism movements. It is deeply disappointing that it takes global incidents of racism to promote an issue that has been going on for many years. It has, however, brought racism to the forefront of everyone's agendas. It has shown us that there is still much work to be done and we will continue to uncover and dismantle any biases (unconscious or conscious) that we have as well as engage in discussions to further understand and learn about what we can do to eliminate racism.

In this academic year, there have been racist incidents in the school. They have centred around verbal abuse of other races/cultures using slang words and references to slavery and Nazism. There have also been issues raised by the teaching of the school's curriculum where historical references to slavery raises sensitivities particularly in the historical vocabulary used.

The Context of the Europa School UK

The census 2021 gives some statistics concerning the ethnicity of residents in Oxfordshire. The largest ethnic group in the county is **"White: English, Welsh, Scottish, Northern Irish or British" (76.8%)**. Of those ethnic groups which are not White British, the largest in the county are:

- "Indian or British Indian" (7.5%)
- "European" (16.4%)
- "Pakistani or British Pakistani" (6.6%)
- Chinese 5%
- White and Asian 4.8%
- White and Black Caribbean 3.1%
- African 3%

In our school, from the pupils who have given their ethnicity, the two largest ethnic groups are white British (42%) and White European (38%).

Descriptor	%
Asian Other	1.1
Black African	1.1
Black Caribbean	0.4
Chinese	0.9
Indian	0.6
Mixed: Any Other mixed background	5.4
Mixed: White/Asian	5.5
Mixed: White/Black African	1.7
Mixed: White/Caribbean	1.1
Other Ethnic Background	1.7
White: Irish	0.7

Our staff is predominantly British and white European reflecting the European languages spoken at the school.

The school is a bilingual school. All students study English but also learn a stream language (French, German or Spanish) from reception. From year 1 (S1) all students learn a third language (French, German, Italian or Spanish).

There are many languages beyond those named above spoken at home in the school community. 50% of our pupils are EAL i.e., English is not their first language.

Roles & Responsibilities:

The governing body will:

- ensure that the school fulfils its legal responsibilities (including those arising from the Race Relations Amendment Act)
- maintain an overview of any racist incidents and ensure they have been fully investigated and resolved. This is achieved by requiring the Principal to report discriminatory incidents at every Governing Body meeting.
- be proactive in promoting racial equality and good race relations and tackling unlawful racial discrimination by maintaining an overview of the anti-racist action plan.

Leadership and management are committed to:

- actively tackling racism by maintaining an anti-racism action plan
- investigating all reported racist behaviour and using the school behaviour policy for restorative justice and appropriate sanctions.
- promoting equal opportunities and good race relations according to Europa School equality policy and equality objectives
- working with parents and guardians, and with the wider community, to tackle discrimination, and to follow and promote good practice
- ensuring staff know their responsibility and receive appropriate training/support
- making all stakeholders aware of this policy and fostering a culture of racial equality.
- Ensuring that the curriculum covers historical references to racism in a sensitive way.

All staff are responsible for:

- Responding to and recording racist incidents using the CPOMS system
- being able to recognise and tackle racism and stereotyping
- promoting equal opportunities
- keeping up to date with the law on discrimination
- engaging in training and learning opportunities
- giving pupils the opportunity to explore questions of identity, race equality, and racism
- providing all pupils with the chance to experience other cultures through the curriculum and extra-curricular events.
- Being sensitive to curriculum content which covers racism.

Parents/Carers and the Wider Community

We take account of parents/carers' linguistic, cultural and religious backgrounds when planning the curriculum and developing home-school links. We aim to include parents and pupils in the development of our race equality statement.

Parents will have access to our race equality policy and will be asked to adhere to its principles at home as well as in school.

We aim to work closely with members of the wider community to support our minority ethnic pupils.

Pupils

We know that pupils are influenced by what they read and see on social media and at home. Some of these influences can result in pupils using racist slur, taunts or gestures either deliberately or through repeating words or phrases that they do not fully comprehend the meaning or the hurt that they cause. We also are aware that victims of racism and their families are profoundly affected by this abuse and the impact of the children's school life can be devastating and impact their confidence, their social inclusion and academic achievement.

Addressing Incidents of Racism

The school will investigate any reported racist language, taunt, or act and ensure that it is logged by staff on our CPOMS behaviour and safeguarding reporting system and reported to the pedagogical leadership team. This will ensure that the resolution of each incident can be recorded, monitored and reviewed by the senior management. This is important as it will allow patterns of behaviour to be detected and addressed.

We will encourage children to report any inappropriate behaviour they have overheard or seen as this is the only way that we can be alerted quickly to a potential problem.

The school's primary objective is to educate pupils about racism and to explain why such racist slurs, taunts or gestures are so hurtful and inappropriate and are against the school's ethos. It is important also to emphasise the impact of racism on groups of children and their families.

A confirmed racist incident will always be reported to the parents of the child who has used a racist slur, taunt, or gesture as well as the parents of the victim. All incidents will be investigated, and levels of sanction set as a consequence of our investigations will be in line with our whole school behaviour policy. The level and kind of sanction set will depend on the key stage in which the incident occurs, the nature and frequency of the incident and the impact on others. We recognise that repeated actions could be categorised as racist bullying as outlined in the schools anti-bullying policy.

In all cases the emphasis will be on ensuring that pupils understand the seriousness of the incident and learn the meaning of the racial slur, taunt, or gesture so that they do not repeat this behaviour. The child who has used a racist slur, taunt or gesture will be required to make an apology to the victim. This could be via a letter or face to face, but the victim and their parents will be consulted about the best approach. It is hoped that this process will help the pupil to fully understand the impact of the racist incident on the victim.

Disciplinary measures indicated in the school's behaviour policy will be applied if sanctions are necessary. The sanctions are graduated and use a 10-point scale. Appropriate measures range from a letter of apology and detention (level 2) to expulsion from the school (level 10) for repeated and menacing incidents of discrimination.

All cases of confirmed racism will be reviewed regularly by the schools safeguarding team (via the CPOMs reporting). For incidents which the school considers the need for external support, the school will contact social services via Oxfordshire MASH (the multi-agency safeguarding hub) which could lead to police involvement.

A review of the racist incidents in the school will be reported to the Governing body on a termly basis. The school's safeguarding Governor will also be involved in regular meetings with the safeguarding team.

The school will also look for opportunities to educate pupils against racism such as [School Workshops - Show Racism the Red Card](#) which was delivered in school to upper primary in summer 2023.

Suggested Resources

The school will use resources to promote a more inclusive culture in the school including:

- Displays and resources reflect linguistic and cultural diversity
- Books which challenge racism and open discussions on bias and prejudice are available to pupils and staff
- Assessment materials use images and texts which are appropriate for all pupils.

Curriculum

The school's curriculum addresses racism in its social education programmes in Primary and Secondary. It is also covered in other subjects in Secondary including Religion, Moral Education, and Humanities. The school needs to ensure that its education about anti-racism is reviewed regularly to ensure it addresses the issues identified within the school and is repeated in subsequent years to embed the message. Teachers and other staff need to consider carefully how racism is explained and what vocabulary is used when talking about historical issues.

It is very important that pupils have the opportunity to be listened to regarding any hurt or upset they feel when topics involving racism are presented.

Primary Social education Topics

KS1 - Valuing Difference, respectful friendships, Understanding others' emotions and feelings

Lower KS2 - Valuing Difference, Respecting difference, Stereotyping, learning who to trust

Upper Key Stage 2 - Valuing Difference, Respect, Tolerance, Understanding, Stereotypes - negative, unfair and destructive

Secondary Personal and Cultural Development (PCD) Topics

S1 – Diversity

S2 – Stereotyping, Discrimination and Prejudice

S3 – Discrimination & Emotional wellbeing

In Religion and Moral pupils learn other views, cultures and beliefs supports children in developing their views and beliefs about themselves, their family and community.

Review and Evaluation of Policy School

This policy will be reviewed annually by the Principal of the school.

Related policies

Europa Anti-Bullying Policy

Europa School UK Behaviour Policy for the whole school

Europa School Safeguarding Policy

Links

[Anti-racism | Schools \(oxfordshire.gov.uk\)](https://www.oxfordshire.gov.uk/anti-racism/schools)