

GRIFFITHSTOWN PRIMARY SCHOOL

Ysgol Gynradd Griffithstown



Title	Equality and Anti Racism Policy
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1. Vision Statement

Our Vision

Anti-Racist Wales by 2030

Griffithstown Primary School champions equality. We celebrate diversity and actively challenge racism, discrimination and prejudice in all its forms. We are committed to creating a culture where every individual feels valued, respected and represented, and where every child is empowered to thrive. Through an inclusive curriculum, meaningful relationships and a strong sense of belonging, we will nurture ethical, informed citizens who contribute positively to a fairer, more equitable and anti-racist Wales.

2. Legal and Policy Context

The Griffithstown Primary School 'Equality and Anti Racism Policy' aligns with and is informed by:

- The Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
 - The Public Sector Equality Duty guidance for schools in Wales
 - Curriculum for Wales statutory framework and guidance
 - Anti-racist Wales Action Plan (updated 2024)
 - Local Authority Strategic Equality Plans and guidance for schools (where applicable)
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3. Protected Characteristics

In accordance with the Equality Act 2010, Griffithstown Primary School recognises and protects the following characteristics:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (including ethnicity, colour, nationality and national origin)
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership (staff)

- Age (staff and employment-related matters)

The school's curriculum, policies and wider provision are designed to reflect, respect and celebrate the full range of protected characteristics, while supporting the Welsh Government's ambition for Wales to become an anti-racist nation by 2030. This commitment is embedded across all aspects of school life, including curriculum design, pedagogy, assessment, behaviour, relationships and decision-making, ensuring that equality, inclusion and belonging are at the heart of every learner's experience.

4. Responding to and recording Racist Incidents

All racist incidents, including those perceived as racist by the victim or any other person, will be recorded, investigated and addressed promptly. Patterns and trends will be monitored to inform preventative action and staff training.

5. Equality and Inclusion within Curriculum for Wales

Griffithstown Primary School delivers a curriculum that:

- Embeds equality, diversity and inclusion as cross-cutting themes across all Areas of Learning and Experience (AoLEs)
- Reflects diverse histories, cultures, identities and lived experiences, including those of Black, Asian and Minority Ethnic people and communities in Wales and globally
- Supports all learners to make progress, including those with Additional Learning Needs (ALN), through inclusive pedagogy and reasonable adjustments
- Develops learners as:
 - **Ethical, informed citizens** who challenge prejudice, discrimination and injustice
 - **Healthy, confident individuals** who feel safe, valued and respected
 - **Ambitious, capable learners** with high expectations for themselves and others

Curriculum planning explicitly considers potential barriers to participation and representation and takes action to address inequality of access and outcomes.

6. Anti-Racist Curriculum and Practice

6.1 Commitment to Anti-Racism

Griffithstown Primary School is committed to anti-racist education, moving beyond being 'non-racist' to actively identifying, challenging and dismantling racism in all its

forms. This reflects Welsh Government expectations and the Anti-racist Wales Action Plan.

6.2 Curriculum Design

The anti-racist curriculum:

- Integrates the teaching of Black, Asian and Minority Ethnic histories, voices and contributions across subjects, not limited to discrete events or themed days
- Encourages critical thinking about power, privilege, identity, colonialism and representation in age-appropriate ways
- Challenges stereotypes, misinformation and deficit narratives
- Values learners' lived experiences and identities as legitimate and important sources of learning

6.3 Teaching and Learning Approaches

Staff:

- Use inclusive, respectful language and model anti-racist behaviours
- Respond confidently and consistently to racist language, bullying or incidents, in line with school Positive Relationships, and Safeguarding policies
- Access professional learning to develop understanding of race, racism and anti-racist pedagogy

7. Learner Voice and Participation

Griffithstown Primary School ensures that learners:

- Have opportunities to express their views on equality, inclusion and belonging
- Are involved in shaping curriculum experiences and school culture
- Feel safe to report discrimination or prejudice, knowing it will be taken seriously

Griffithstown Primary school has a **Premier League Primary Stars Active Allies** pupil voice group.

Premier League Primary Stars Active Allies are pupil ambassadors who help promote inclusion, respect and positive relationships throughout the school. They work with staff and learners from all backgrounds to celebrate diversity, challenge stereotypes, encourage kindness, and ensure that everyone feels valued and included. Through leading activities, discussions and awareness events, Active Allies help create a welcoming school environment where all children can thrive and belong.

8. Staff Responsibilities and Professional Learning

All staff share responsibility for implementing this policy. The school:

Equality and Anti-Racism Policy 2026
INSPIRE CHALLENGE ACHIEVE
Griffithstown Primary School

- Provides ongoing professional learning on equality, diversity and anti-racism
 - Supports reflective practice and challenge where bias or inequitable practice is identified
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9. Monitoring, Evaluation and Impact

Griffithstown Primary School will:

- Use self-evaluation, learner voice, incident data and stakeholder feedback to assess progress towards becoming an anti-racist school and to identify priorities for continuous improvement.
 - Regularly review curriculum resources, displays, texts and learning materials to ensure diverse, accurate and positive representation of cultures, identities and experiences.
 - Evaluate the extent to which anti-racist values are embedded within leadership, teaching, curriculum design, learner experiences and community engagement
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10. Linked Policies

- Positive Relationships Policy
 - Curriculum policies
 - ALN Policy
 - Safeguarding policies
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