



Happiness

Nurture

Aspiration

Respect

Integrity



Dens Road PS and Nursery

Anti Racism Policy

Date: October 2025

Review Date: October 2027

1. Purpose and Commitment

At Dens Road Primary School and Nursery, we are committed to creating a safe, inclusive, and respectful learning environment for all. We believe that every child and adult in our school community has the right to be treated fairly, with dignity and respect.

Everything we do is underpinned by our clear Vision, Values and Aims:

Our Vision

Dens Road School and Nursery, a community inspiring everyone to be the best they can be.



Our Values

nurture



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happiness



respect



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Our Aims

We are safe.



We are respectful.



We are ready.



We actively oppose all forms of racism — including prejudice, discrimination, bias, and racial harassment — and we work together to promote understanding, respect, and equality.

Our approach is guided by:

- **The Equality Act 2010**
- **UN Convention on the Rights of the Child (UNCRC)** (We currently have our Silver Rights Respecting Schools Award and are working towards Gold).
- **Respect for All: The National Approach to Anti-Bullying for Scotland's Children and Young People (2017)**
- **Schools - addressing racism and racist incidents: guidance** [Schools - addressing racism and racist incidents: guidance - gov.scot](#)
- **Education Scotland's Anti-Racism in Education Programme (AREP)**
- **Our Calls for Action and Breaking the Mould Principals (created by children at Dens Road – See Appendix 1)**



Dens Road PS and Nursery

Anti Racism Policy

2. Aims

Our aims are to:

- Promote positive relationships and celebrate cultural and racial diversity in line with our relationships policy.
 - Ensure that racism is never tolerated and always challenged.
 - Educate pupils about equality, fairness, dignity and justice.
 - Support children and families affected by racism.
 - Ensure staff are confident in recognising, responding to, and recording racist incidents.
 - Promote UNCRC across Dens Road Primary School.
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3. Definition of Racism

We define racism as:

“Any behaviour, language, or practice that disadvantages, excludes, or demeans a person or group based on their race, colour, nationality, culture, or ethnic or national origin.”

This includes:

- Direct or indirect discrimination
 - Racial bullying or harassment
 - Use of racial slurs or stereotypes
 - Microaggressions or exclusionary behaviour
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4. Prevention and Education

We teach anti-racism through:

- **Curriculum:** Embedding equality and diversity across our curriculum and promoting representation in books, IDL topic areas, and displays.
- **Assemblies and Events:** Celebrating cultural and religious heritage or festivals and discussing fairness, kindness, and respect. E.g. Eid celebrations, Christmas, Language of the Month, Our Dens Road Song, Mother Language Day, Culture Day
- **Staff Training:** All staff will receive training on recognising and addressing racism and unconscious bias. Mrs D’All currently taking part in the Building Racial Literacy CLPL and will share this learning with staff team. Continuous work with the Children’s Parliament is also crucial to develop staff confidence in challenging racism in our schools.



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Dens Road PS and Nursery

Anti Racism Policy

- **Pupil Voice:** Encouraging children to speak up, share experiences, and contribute to an inclusive school culture.
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5. Responding to Racist Incidents

All racist incidents will be:

1. **Taken seriously and investigated promptly.**
2. **Recorded** using the school's incident reporting system on Seemis.
3. **Reported to the Head Teacher and Depute Head Teacher** and, if necessary, to the local authority.
4. **Addressed through education**, restorative conversation, and support for all involved with member of the SLT.
5. **Our Anti Racism Coordinators are: Mr Paul McBean and Mrs Laura D'All.** Part of this role includes checking in with children who have been effected by racism and also with the children who displayed any racist behaviours.

We do not tolerate racism, but we also believe in supporting learning and growth. Our response will always aim to:

- Protect the person targeted.
- Educate those responsible.
- Reinforce the school's values and aims.

Parents and carers will be informed of serious incidents, and these will be recorded on Seemis as a Racist Incident.

6. Support for Pupils and Families

- Any pupil or parent who experiences or witnesses' racism will be listened to and supported.
 - Our Anti Racism Coordinators will check in with those displaying these behaviours and those effected after any incidents as part of their role.
 - We will provide opportunities for children to discuss their feelings safely.
 - The school will work with families and community partners to ensure understanding and resolution.
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7. Monitoring and Evaluation

- The Senior Leadership Team will review incident records regularly to identify patterns and inform school improvement.

Dens Road PS and Nursery

Anti Racism Policy

- Feedback from pupils, parents, and staff will shape ongoing actions.
 - The policy will be reviewed every **two years** (or sooner if required).
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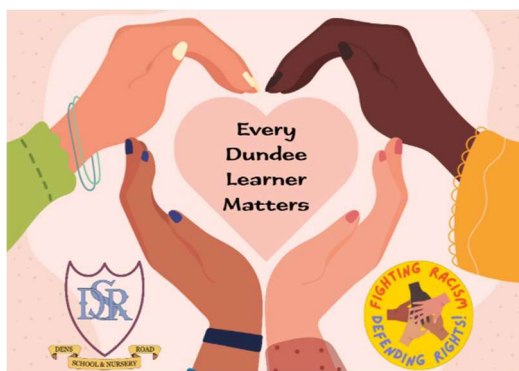
8. Linked Policies

This policy should be read alongside the following policies at Dens Road PS:

- Relationships and Behaviour Policy
 - Child Protection and Safeguarding Policy
 - Anti-Bullying Policy
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9. Key Messages for Pupils

- Everyone is welcome here.
- Everyone deserves respect.
- Racism is never okay.
- If you see or hear racism, tell an adult you trust.





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Dens Road PS and Nursery

Anti Racism Policy

Appendix 1:



ANTI-RACIST EDUCATION Children's Calls For Action



1. LET US HELP DESIGN OUR LEARNING SO IT'S FUN AND FAIR, AND TEACH US ABOUT OUR RIGHTS.
 2. HELP US SEE RACISM AND HOW IT HURTS PEOPLE.
 3. HELP US UNDERSTAND POWER AND PRIVILEGE SO WE CAN MAKE THINGS FAIR FOR EVERYONE.
 4. TEACH US HOW TO STAND UP TO RACISM AND HELP OTHERS.
 5. MAKE SURE WE LEARN ABOUT DIFFERENT CULTURES, LANGUAGES, AND STORIES.
 6. TELL US THE REAL HISTORY OF SCOTLAND, INCLUDING ITS ROLE IN SLAVERY AND RACISM.
 7. WE WANT TO LEARN, SPEAK UP, AND HELP MAKE THE WORLD A KINDER, FAIRER PLACE.
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Dens Road PS and Nursery

Anti Racism Policy

ANTI-RACIST EDUCATION

Breaking the Mould Principles

CHILDREN LEADING THEIR LEARNING IN SAFE SPACES

- Children having the knowledge to be able to co-design an engaging curriculum
- Allowing children to understand their rights to have a say and partake in designing their learning



GLOBAL CITIZEN-FIGHTING RACISM, DEFENDING RIGHTS

- Understanding the UNCRC
- Understanding racism and how to fight it
- Understanding allyship and standing up for people's rights
- Developing critical thinking skills in the curriculum

WHAT RACISM IS, UNDERSTANDING POWER AND PRIVILEGE

- Learning about what direct and indirect racism is and how it might affect people
- Understanding stereotyping and how that leads to discrimination and prejudice
- Gaining an understanding of power and privilege
- Learning that everyone has a different perspective from their different experiences

THE HISTORY OF SCOTLAND AND ITS CONNECTION TO RACISM

- Understanding the international impact of Scotland on the racism we see in the world today
- Connecting the impact of colonialism to the cities and villages we live in today
- Learning about Transatlantic Slave Trade and Scotland's role within it

REPRESENTATIVE CURRICULUM, WITH DIVERSE VOICES

- Learning about history of their community's cultural identities – past and present
- Learning more about different languages
- Providing texts that reflect the diverse communities of Scotland
- Amplifying voices of stories that are overlooked