



## ALC ANTI-RACISM POLICY

Policy:	Anti-Racism Policy
Age Range:	3-16
Type:	Statutory
Sub Committee:	Relationships & Wellbeing
Governing Body Approval:	10 <sup>th</sup> December 2025
Review Date:	November 2026
Staff Lead:	Alison Lyndon-Jones

## Version Control

Version	Key Changes	Sub Committee Approval (Date)	Full GB Approval (Date)	Review Date
1.0		19 <sup>th</sup> November 2025	10 <sup>th</sup> December 2025	November 2026

## Review

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### Monitoring, Evaluation and Review

The Senior Leadership Team, will annually review this plan and make further recommendations to the Governing Body.

The Governing Body will monitor the application of this plan and associated procedures in order to ensure its continued effectiveness and compliance.

Headteacher:



Chair of Governors:



Date: 10<sup>th</sup> December 2025

## Introduction

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### **Agreed definition of racism**

*Conduct or words or practices which disadvantage or advantage people because of their colour, culture or ethnic origin.*

*A racist incident is any incident which is perceived to be racist by the victim or any other person.*

Our anti-racism policy is a framework designed to promote inclusion, equality, and respect for all members of our school community, regardless of their race, ethnicity, or background. It aims to address both overt and subtle forms of racism, creating a safe and supportive learning environment.

## Commitment to Equity and Inclusion

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All members of the school community have the right to feel safe and respected, regardless of their race. We aim to promote equitable opportunities for academic achievement, extracurricular participation, and social engagement. We aim to encourage appreciation for diverse cultures, perspectives, and identities. We aim to create a school environment that reflects the diversity of the pupil body in visual representations, events, and activities.

## Anti-Racist School

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Abertillery Learning Community strives towards being an actively anti-racist school and we are committed to addressing racism in any form. We are working with our pupils and community to be actively anti-racist as we do not believe that being “non-racist” is enough.

### What is Anti-Racism?

Anti-racism moves beyond the promotion of equality and diversity and ‘being non-racist’ to actively opposing racism and being an advocate for individual, institutional and systemic change.

## Education and Awareness

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### Anti-Racist Curriculum

We aim to provide a curriculum which all pupils can relate to. We are working to decolonise the curriculum which involves looking at representation and language across the whole curriculum. It also involves helping pupils understand and engage with issues of representation, diversity, rights, power, equality, inclusion and justice. We incorporate anti-racism education into our curriculum, teaching pupils about racism’s impact and history.

*The Curriculum for Wales offers schools in Wales a unique opportunity to explore its cultural heritage and diversity, its languages and the values, histories, and traditions of its communities and all of its people. Learners should be grounded in an understanding of the identities, landscapes and histories that come together to form their Cynefin. This will not only allow them to develop a strong sense of their own identity and wellbeing, but to develop an understanding of identities and make connections with people, places, and histories elsewhere in Wales and across the world. It is important for this to be inclusive and to draw on the experiences, perspectives, and cultural heritage of contemporary Wales.*

*(Designing a Curriculum in Wales and for Wales, Hwb).*

### Staff Development

We provide professional development opportunities for staff on understanding and addressing racism in the classroom and school environment. As a staff, we engage in reflections about race, privilege, and discrimination.

## Prohibition of Discriminatory Behaviour

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Racism, in any form, is not tolerated at our school. All pupils and staff have the right to be treated with respect and to feel safe, regardless of their ethnic background or identity. If a racist incident occurs it will be thoroughly investigated and dealt with. Help and support will be provided to all involved.

### Prejudice-related bullying

This refers to ideas and attitudes involving hostility towards people who have protected characteristics, such as learners who are disabled, who are lesbian, gay or bisexual; or who are questioning their gender or who are transgender; or whose ethnicity, race, appearance, religious heritage or gender is different from the perpetrators of the prejudice-related behaviour.

Prejudice-related behaviour of any kind is unacceptable and could be considered as, or escalate into, incidents of hate crime. If the action is a one-off occurrence and is not repeated, the incident is not usually considered bullying; however, this will be challenged in using the most appropriate school policy (e.g. relationships policy, safeguarding policy, or anti-bullying policy).

Where prejudice-related behaviour is repeated by a perpetrator, whether directed towards a single individual or towards a group of learners, the action becomes bullying.

### How do we deal with racist incidents?

The school has a clear process for responding to racist incidents specifically:

#### [Responding to Racist Incidents.docx](#)

We provide support to pupils who experience racism, including counselling, wellbeing support programs, and a safe space to talk about their experiences. We collaborate with parents and carers to ensure that pupils' needs are met and their voices are heard.

We attempt to re-educate perpetrators of racism through our school-based anti-racism programmes and through collaboration with external agencies such as the Youth Offending Service.

ALC Anti-Racism Education Packages:

#### [Lower School ALC Anti-Racism Programme](#)

#### [Upper School ALC Anti-Racism Programme](#)

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## Accountability and Monitoring

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We undertake regular reviews of this policy and its implementation to ensure it remains effective. We collect data to identify trends in incidents of racism or inequality to allow us to measure the success of anti-racism initiatives.

## Associated documents/ resources

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### [Blaenau Gwent Strategic Equality Plan 2024-2028](#)



ALC Equity  
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ALC Draft Equity Plan -