



Sometimes, we sit and we look around us and we think, ‘how can I possibly change all this?’ And sometimes you can’t. But what you can do is make sure wherever you go, people know where you stand. They know that you’re an anti-racist. You become a beacon of light that way. You become someone who makes other people want to be anti-racist too. You’ve got tools at your disposal. Learn. Read. And make everybody clear where you stand.

• John Amaechi



At Chapel Allerton Primary School both staff and governors are passionate and committed to preparing our children for the future in an ever changing world. We want them to be active local citizens and global citizens, who are able to thrive within a vibrant and diverse community, both economically and socially. We want our pupils to be the beacon of light.

Introduction



As a diverse multicultural Primary School, we have always celebrated our varied heritage and cultures.

Sadly, racism exists and is something we continually to have conversations about. No matter how difficult these discussions may be, racism is something will not ignore.

We have written this booklet to help you know and understand more about our work and show how you too can be proactively anti racist.

Included in this booklet are some ideas about:

- discussing and dealing with racism
- learning about your child's diverse curriculum

Learning about these will enable everyone to fully join in the celebration of our diverse community.



This booklet is one part of our **ongoing** work to celebrate and fully support everyone at Chapel Allerton Primary School.

Conversations

In 2021 we asked ourselves some challenging questions about how well we provided for and reflected our community;

- our children
- our staff
- our parents

We began with some brave and open conversations.

Did our curriculum, texts and ethos:

- represent our community's links across four continents?
- include knowledge about family origins and contributions?
- explore migration, links between Britain and other continents?
- celebrate the cultures represented via these family histories and ancestry?
- celebrate everyone, whilst learning and respecting difference?



Changes we have made so far.

Spoken with and listened to students and staff at Chapel Allerton Primary School to hear their experiences and ideas about this work.

Sought out visiting speakers from more diverse backgrounds.

Looked at what we teach and found ways to add in new knowledge which gives much better representation.

Completed staff training which looked at new knowledge, ideas and language about race, as well as unconscious bias.

Bought lots of wonderful new books which have more representation and diversity. These are in our library and classrooms.

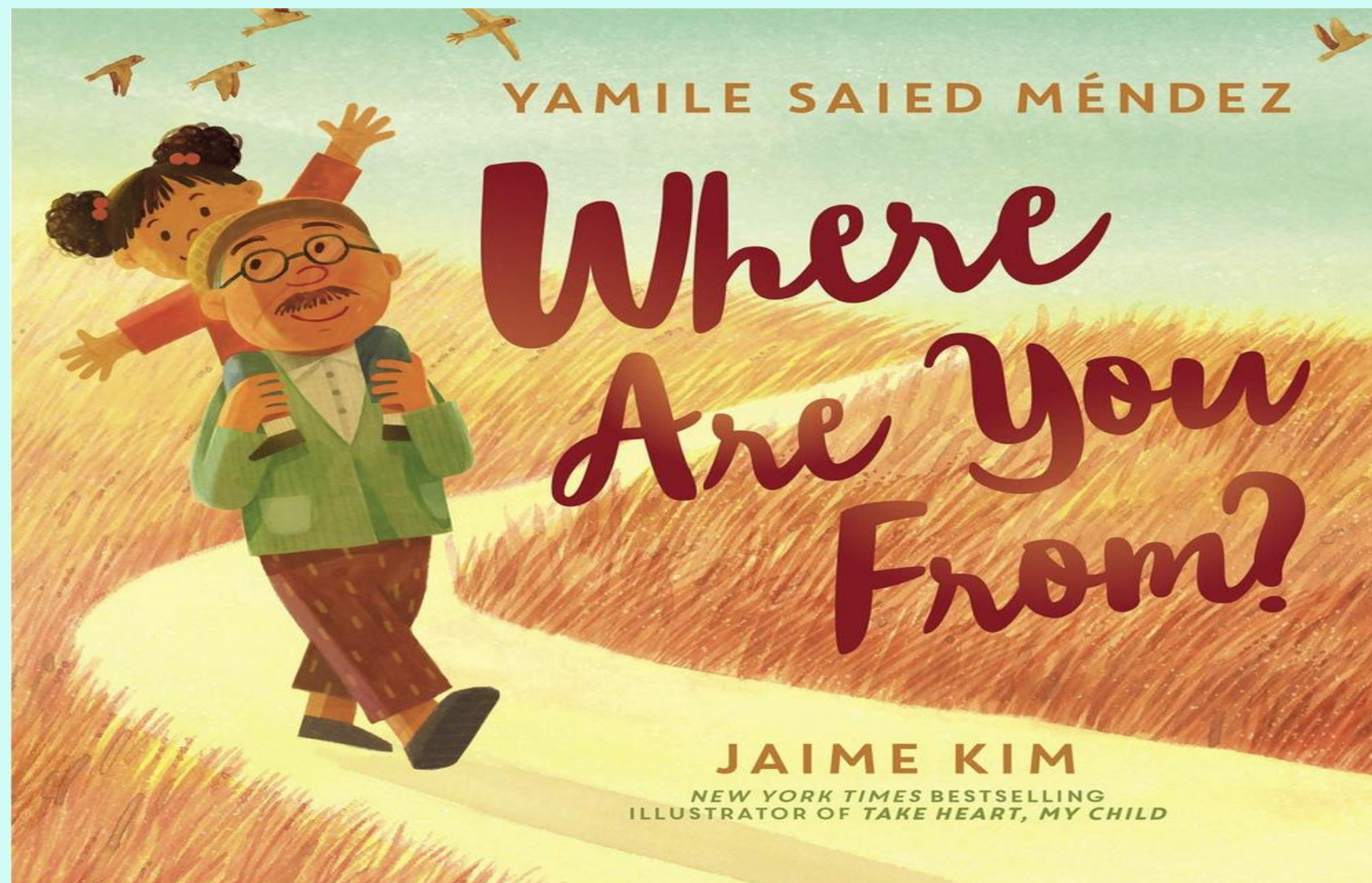
Launched our annual *All Are Welcome* day celebrating our diversity.

Produced this booklet as a guide for everyone at Chapel Allerton Primary School to use.

Spoke at a teacher training conference at York University exploring proactive anti-racism work in Education.



Prejudice is a part of life that many of our children will encounter in some way. At Chapel Allerton Primary School we do not believe in avoiding difficult conversations around racism and other forms of prejudice. Being bullied or experiencing racism can make children feel sad, angry, depressed and left out. It can also make them fearful and less likely to engage with school.



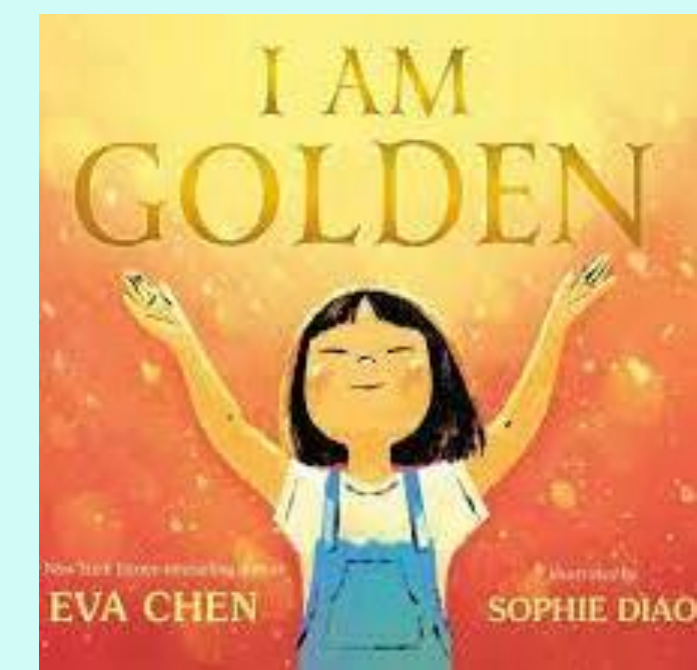
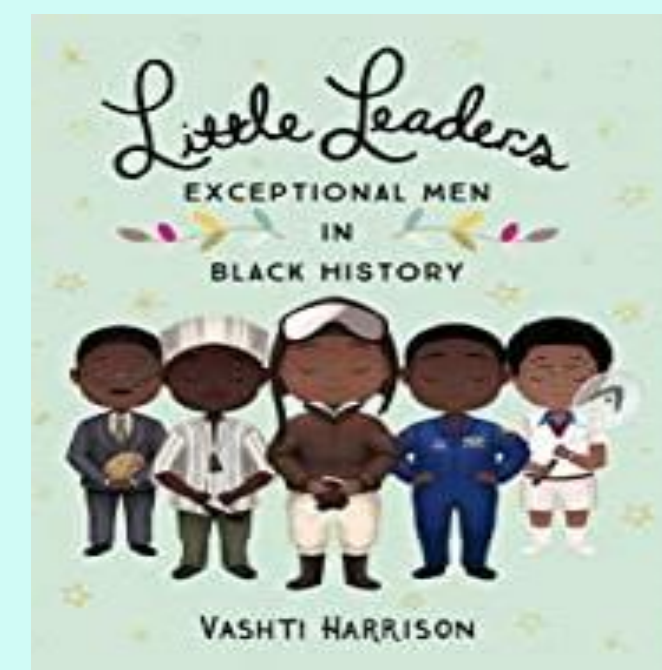
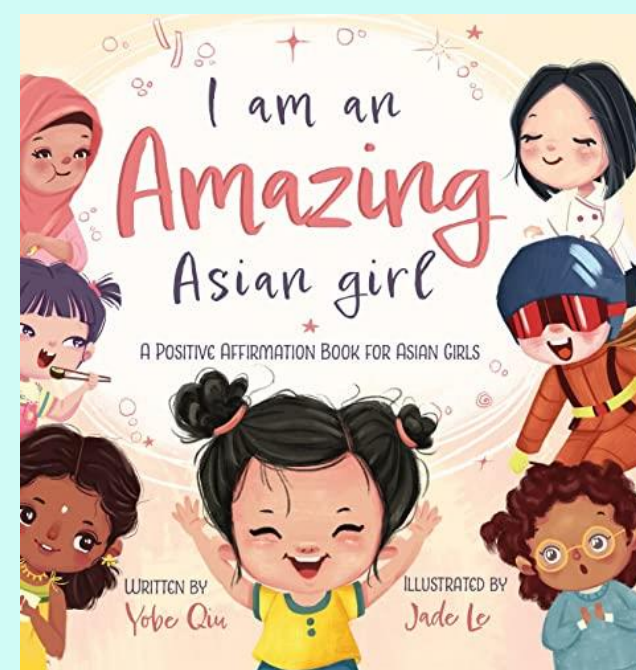
What helps us to celebrate and enjoy our diversity is recognising that sadly this prejudice exists and how we can work together to reduce prejudice.

We use a variety of texts and information across school to help children develop their understanding about diversity, difference and various forms of prejudice. We think the worst thing we can do is not talk about these things.

we reinforce positive ideas about difference

- we support questions and ideas around prejudice
- we provide guidance for tackling prejudice and racism

Being comfortable with people who are different from us is a life skill we want to foster in all our children.



Racism

Racism is when people are treated unfairly because of their skin colour or background. It is a form of discrimination, and it causes great harm to people.

At Chapel Allerton primary School we have a zero-tolerance approach to prejudice in the form of:

- racist aggression
- racist 'banter'
- racist stereotyping

We do not tolerate any form of 'banter' between any groups of students that uses inappropriate language.

We will always deal with racist behaviour and use our four-step approach:

1. Educate – we will explain and clarify why the behaviour is wrong, we always work in partnership with parents at this point.
2. Chance- once the pupil is educated, we let go of this mistake and move forward
3. If it happens again, we apply sanctions in school using our behaviour policy. We speak to parents again and where we feel it is age/stage of development appropriate, we involve our Safer Schools Police Officer.
4. If there is a repeat, and if we feel it is age/stage of development appropriate, we directly involve the Police alongside parents.



Anyone can be racist even without meaning to be but there's never a good reason for it.

'I'm colourblind, I don't see colour.'
This is a cop out and disrespectful. It ignores and makes invisible the pain and suffering of people of colour. It's a denial of racism and a way of avoiding having to be non or anti racist.

The Chapel Allerton Primary School Way.

At Chapel Allerton Primary School we use Restorative Practice to resolve problems. We never make assumptions; we talk and find out what happened first, surrounding ourselves in facts.

We are open and respectful and teach our pupils the same values and principles.

As a staff, we ask ourselves questions and challenge each other, looking for any unconscious forms of discrimination and stereotyping based on race, gender, sexuality, ethnicity, ability, age.



The Chapel Allerton Primary School Way.

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Members of senior staff always deal with allegations of racism

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Why are people racist?

People can be racist for many different reasons.

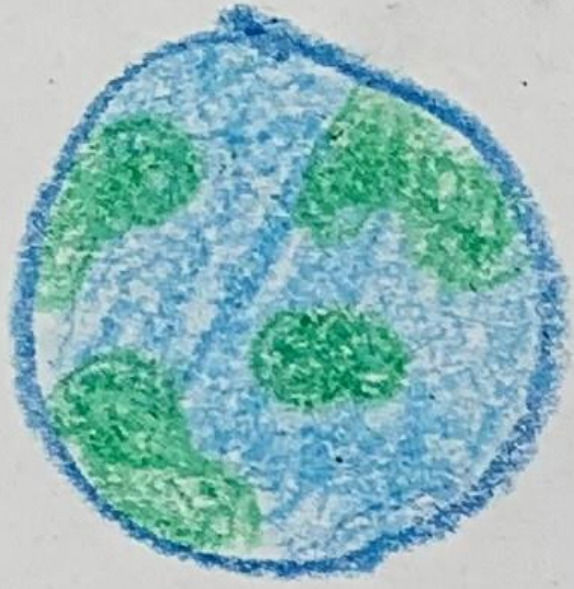
Lots of people learn about racist ideas without even realising it, perhaps from family, friends, neighbours and the media.

- Some people like to feel they are better than others and like to look down on them because they are different.
- Sometimes whole groups might think only *they* deserve good opportunities and so they put down people who aren't like them.
- Sometimes we can be racist by only seeing things from our viewpoint and not considering that a different way isn't wrong, it could just be different.

- There are also historical reasons. For example when white people enslaved black Africans they created the racist idea that white people were better than everyone else.
- Britain had an empire and ruled in many places like India, Africa and the Caribbean. When they did this they continued to say that white people knew more and should be in charge as a way to make it seem okay. Many people still think this is true – mainly because they haven't learned otherwise.



- Sadly, many news stories continue to represent people of colour more negatively than they do for white people. This creates negative stereotypes which can lead people to have unfair biases and prejudice.



RACIST



(Behaving badly towards someone else because of their race, believing that one race is better than another)

RACIST

RACIST

Stereotypes

*There are
no others,
just other
people.*



We are all familiar with stereotypes like the idea that pink is for girls and blue is for boys.

Stereotypes can be a way of reinforcing difference as a bad thing.

When stereotypes are about skin colour this usually creates problems between people. Stereotypes can reinforce ideas that we then start to believe. This means we may have beliefs about groups of people - this is a form of unconscious bias. Many studies have shown that unconscious bias contributes to groups of people being treated unfairly.

Sometimes people will pretend that a racial stereotype is just a joke, or banter. It is not.

Sometimes people laugh off racial stereotypes, which can make us think a racial joke is ok. Racial jokes are never okay.



Difference

The word different just means *not the same as* it doesn't mean better or worse than.

Difference isn't a problem, how we approach difference can be. This is especially true when that difference has something to do with race.

Some people will be afraid of talking about race in case they are called a racist.

This means talking about race is often seen as too delicate to handle or too difficult to approach. We'll talk more about how we can talk respectfully and confidently about race later on.

Fear and avoidance around these differences doesn't help us move forward or appreciate and celebrate our diversity.

Representation

Representation is very important. We all need to feel that we are valued and have a place in the world.

Reading and hearing stories about people who look like us matters. We all need to see ourselves reflected in the world around us.

At Chapel Allerton Primary School you'll find representation in:

- Our bespoke curriculum content
- Our library & classroom books
- Displays around the school
- Visiting speakers
- Class novels
- Local history
- Playing an active role in our community

At Chapel Allerton Primary School we believe that to be acknowledged and seen as part of our society is essential to our positive self-esteem and sense of belonging.



We want all our children to learn about their ancestry, culture and identity.

We want every child to be able to answer these questions, without any negative judgements:

- How did I get here?
- How did I get to be like this?
- How is Chapel Allerton Primary School like this?

ALL ARE WELCOME DAY



During this day we explore representation, racism and we celebrate our difference diversity.

We use these words to help the children learn and think about prejudice and inequality in an age-appropriate way.

- Kindness
- Difference
- Tolerance
- Discrimination
- Equality
- Fairness
- racism
- Diversity



Our Chapel Allerton Community: Tackling racism – getting past the silence.

Staying silent about racism gives the message that you agree with the racism.

It also means people continue to suffer racism.



People don't usually react well to being told about their own racism.

People can get very anxious about identifying racist behaviour and often will not say anything, even if they disagree with it.

Some people get more offended by the racism being tackled, than the actual racism itself.

Then the focus can easily shift to consoling the person who was racist.

When this happens:

- The racism is not dealt with
- The racist behaviour is excused
- The person being racist isn't helped to think about why their behaviour was racist and how they can change it

When we are silent, we condone racism.

When our children witness this silence, they are learning that racism is ok.

Racism needs to be tackled because it is wrong. Experiencing racism is very painful for people of colour. It also continues to put people of colour at a social disadvantage.

<https://youtu.be/b0Ti-gkJiXc>

What is an ally and how can I be one?

An ally is someone who is not a member of a marginalised group but wants to support and take action to help others in that group.

Being anti-racist includes:

- listening to people with lived experience of racism and accepting it as truth
 - calling out racism and discrimination wherever you see it
 - continuing to learn about inequality and how it affects others
- regularly assessing your own thoughts about racism, discrimination and unconscious bias
- passing on what you learn to those around you, including family, friends and colleagues.

There are many ideas about being an effective ally.

We like this four step approach.

1. Consider - what things do I need to think about?
2. Speak Up - how can I effectively challenge prejudice?
3. Learn by yourself - which resources can I use to learn about the experiences of others?
4. Keep going - many changes need to happen to eradicate racism, we all need to continue working towards this.

**An ALLY
is not a noun.**

It isn't an identity, a label, or something to claim.

**Being an ally is
taking action,
making a stand,**

doing something to make a difference by standing up against oppression and marginalization.

**You are an ally
when someone
recognizes you as
an ALLY.**

Consider

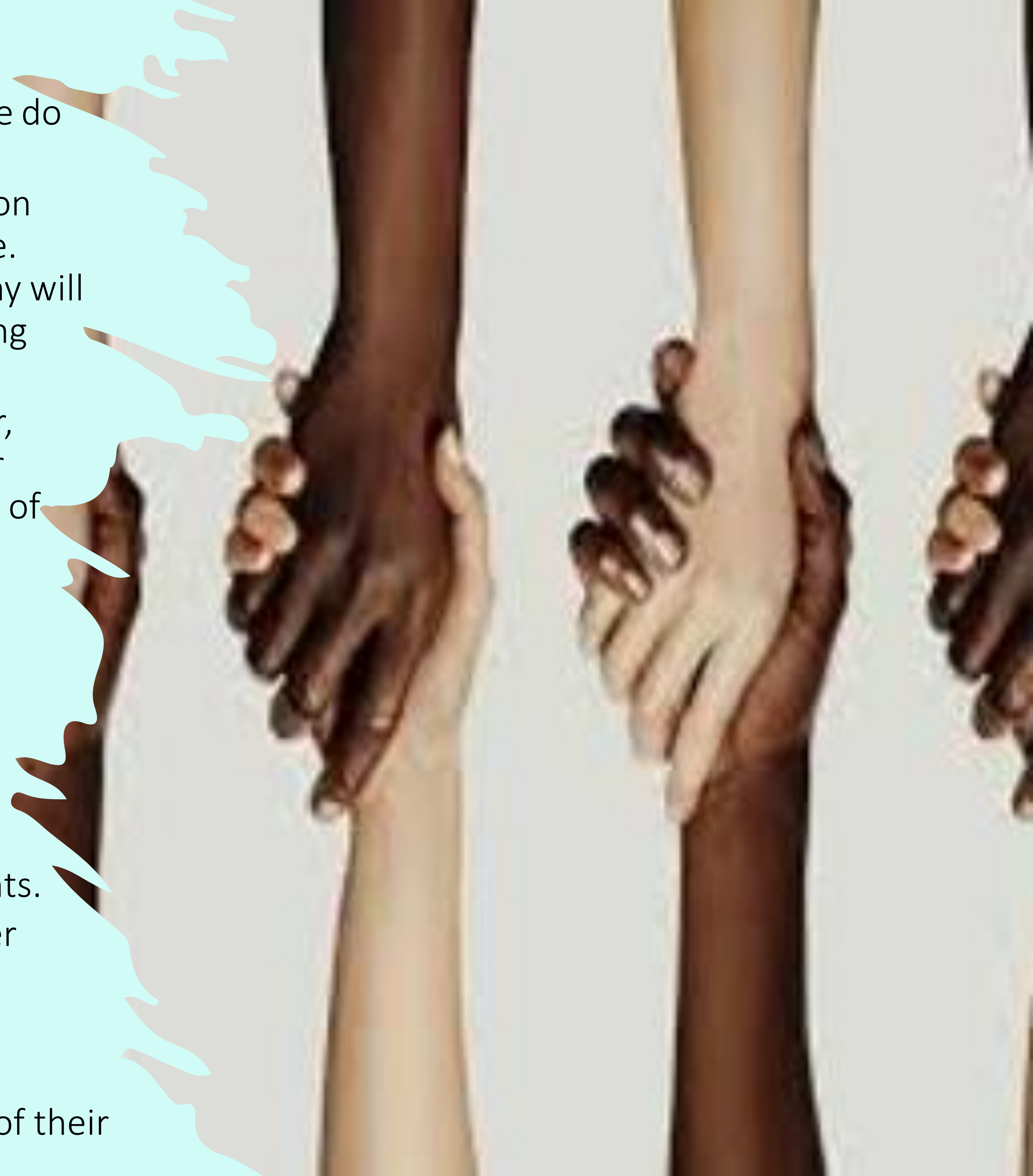
We all understand the things we experience better than things we do not.

As white people do not have the lived experience of being a person of colour, they have to work hard to consider what it might be like. Learning about the experiences of others and developing empathy will help develop effective allyship skills. Allyship focuses on supporting others, not the recognition of the ally.

All people within different groups, whether defined by skin colour, nationality, gender etc will have very varied lived experiences. For white people, this list might be useful to think about just in terms of skin colour.

Here are some things white people don't have to worry about:

- being repeatedly asked where they are really from
- worrying that the police will single them out because of their skin colour
- being more likely to die in childbirth
- being the only white person in the room
- worrying that their children will be subjected to racist comments.
- turning on the television or opening the front page of the paper and seeing
- people of their race not represented
- being asked to speak for all the people of their racial group
- worry that their children will underperform at school because of their skin colour



Consider

Ally is not a noun.
It's a verb.

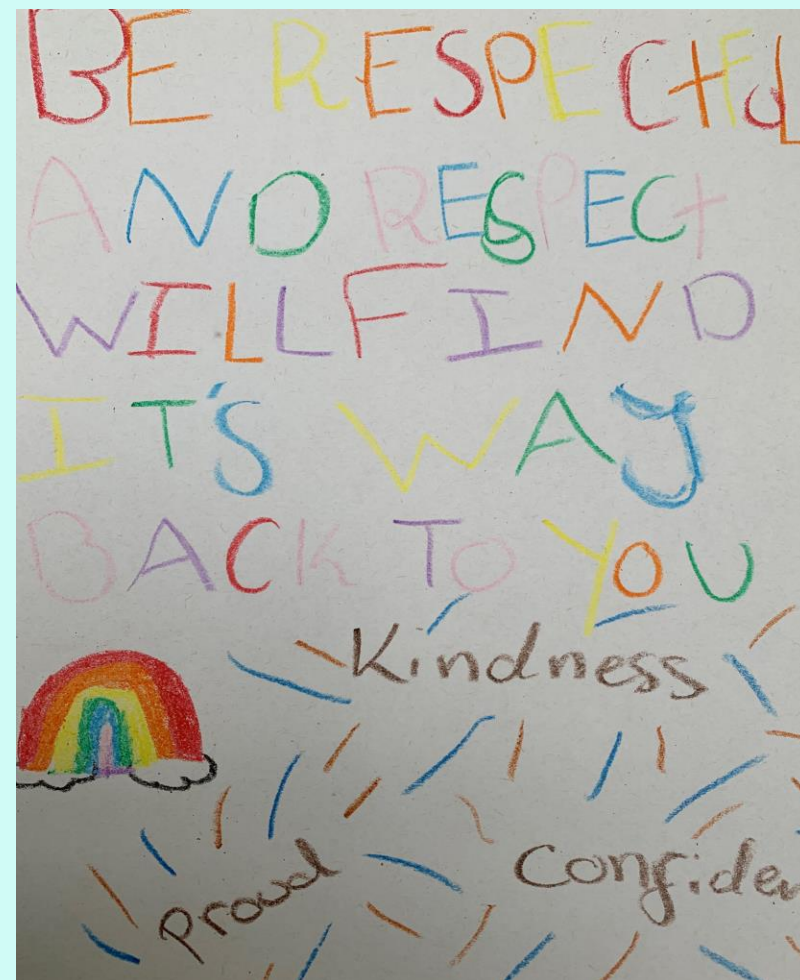
We can all try to imagine how we might feel in certain situations, especially if we feel we aren't listened to or believed, feel unsupported and unwelcome.

Things to consider:

- When a person experiences racism they will feel hurt. They might laugh it off or say it doesn't matter – this is a survival strategy.
- When racism happens, many white people think it isn't right for them to say something. This is exactly the moment white people should speak up. People of colour should not have to defend themselves against racism.
- When a person of colour says someone was racist towards them – believe them. Focus on supporting them. If you don't fully understand why, don't ask them to clarify. You can work it out yourself by doing some research later.
- In Britain, white is presented as “normal” and everything else as “other”. It is useful to keep this in mind and avoid using ‘non-white’ as a phrase, as well as trying to avoid seeing everything from a white viewpoint.
- White and People of Colour are terms. No one person can speak for the whole of a social group. White people don't see themselves as all the same but other groups are often seen as monocultures and it is assumed a person of colour can represent the views of whole continents.
- White people can choose to just see race as a topic. They can choose to ignore racism, be an ally or not. Living with racism isn't a topic.
- A white person will never know what it feels like to be a person of colour.



At Chapel Allerton Primary School, we believe that it isn't enough to not be racist. We all have to be anti-racist to contribute towards positive change.



You are the example your child follows.

Parents are children's introduction to the world. What they see you do is as important as what they hear you say.

Like language, prejudice is learned over time. In helping your child recognise and confront racial bias, you should first consider your own.

Take every opportunity to challenge racism, demonstrate kindness and stand up for every person's right to be treated with dignity and respect.

This is a very useful video for you and your child to watch and think about.

<https://www.facebook.com/cbeebies/videos/bbc-bitesize-john-amaechi-discusses-what-it-means-to-be-anti-racist/302552317530664/>

Speak up-challenging racism.



**Show up.
Stand up.
Speak up.**

You might have heard people say that some racial comments can seem ‘slightly racist’ but there is no such thing! Unchallenged comments which hint at racism or show ignorance are part of the ‘micro-aggressions’ people of colour experience daily. These need to be identified as racist.

It is generally better to label the behaviour rather than the person. A useful phrase is to simply say, “That is a racist comment.” You can also add, “That is not acceptable.”

You could follow up with a question such as “What do you mean by that?” This gives the person who made the comment the chance to explain and perhaps reconsider what they have said.

The comment will still be racist even if the person saying it didn’t mean to be racist. Tackling it provides an opportunity to help that person understand more about racism and the things they have said. It also sends a clear message that you are proactively anti-racist. This also helps other people see that they can speak up too.

If the comment is made with a racist intent, then be very clear that you disagree and tell them that racism is wrong. You may also need to consider reporting the incident.

This resource has many useful phrases and links to videos.

<https://www.bath.ac.uk/guides/how-to-be-an-anti-racist-and-white-ally/>

Learn for yourself

It is very important that white people do not ask people of colour to teach them about racism.

There is so much material available to educate yourself - across the internet and bookshelves.

We have included links throughout this booklet, here is a list of books to help you learn more.

5 Tips For Being An Ally

<https://www.youtube.com/watch?v=dg86g-QIM0&feature=youtu.be>

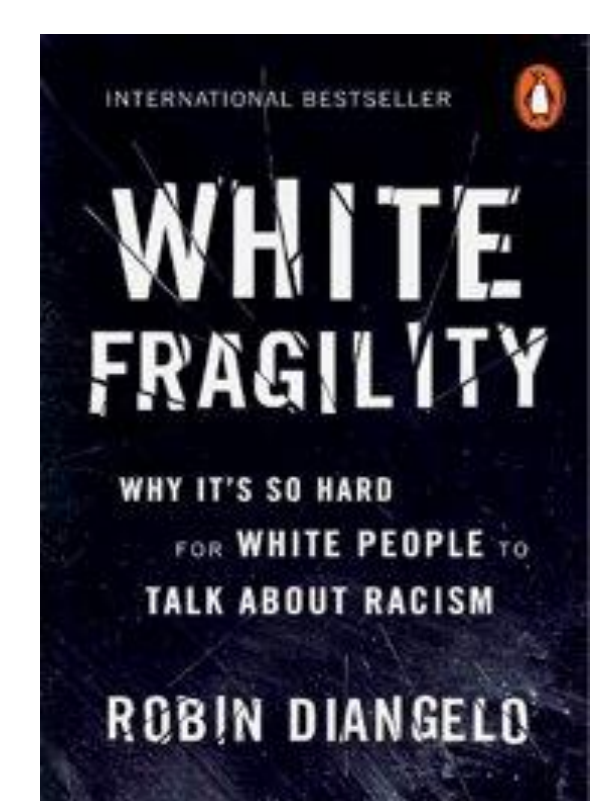
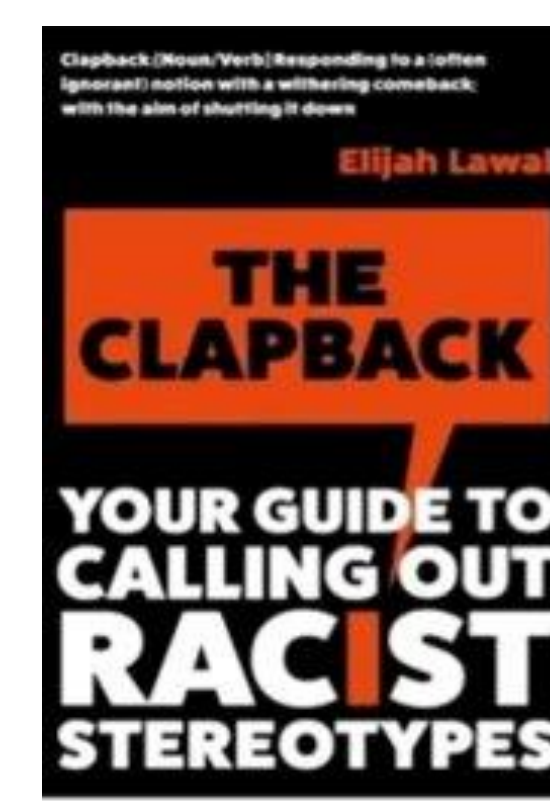
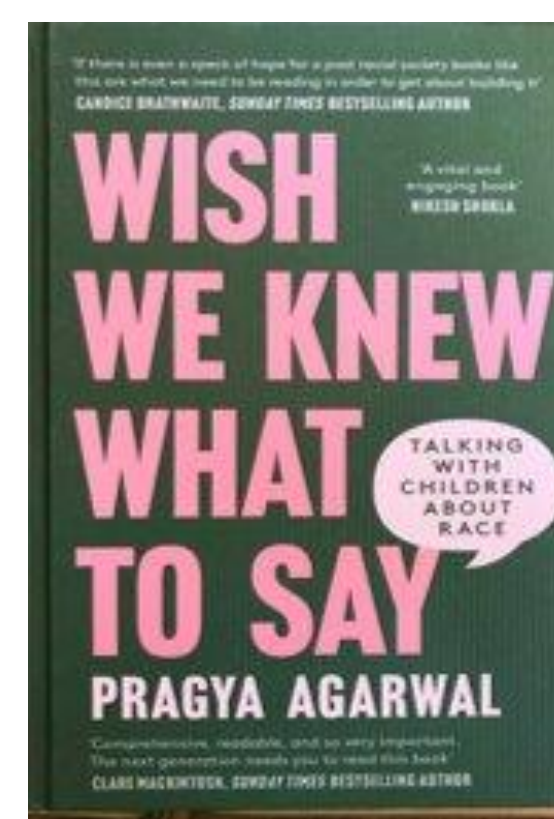
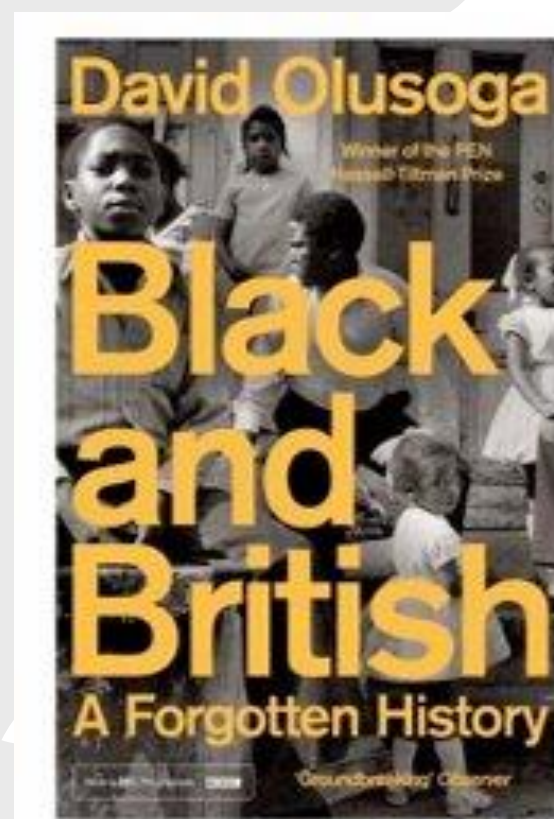
Excellent advice for talking about race with children

<https://www.bbc.co.uk/tiny-happy-people/how-to-talk-to-young-child-about-race-racism/zrgcf82#:~:text=Don't%20shy%20away%20from,a%20a%20member%20of%20society.>

David Olusoga BBC Programmes

<https://www.bbc.co.uk/iplayer/episodes/b082x0h6/black-and-british-a-forgotten-history>

<https://www.bbc.co.uk/programmes/b063db18>



We have some of these books available in our parent library – please see Mrs Pinder if you'd like to borrow one.

Keep Going

Be vigilant, many white people think they can see improvements and thus become complacent. Remember that each previous generation has had people who thought that racism would die out in their lifetime, sadly this isn't true.

Keep the conversation going.

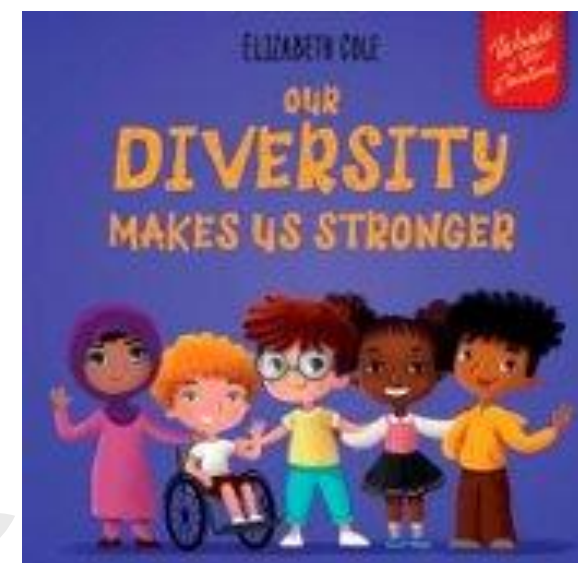
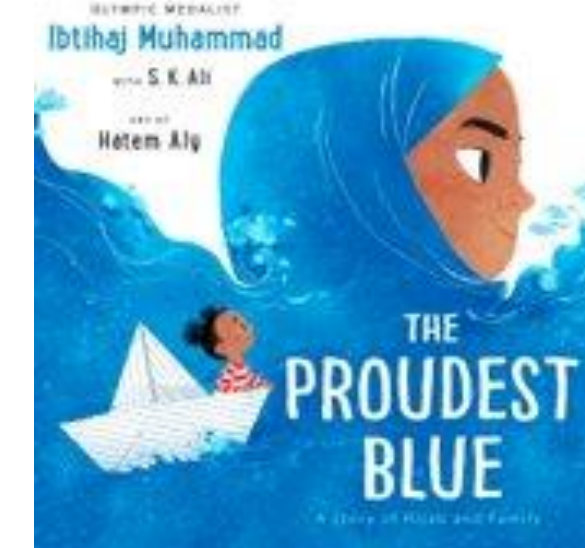
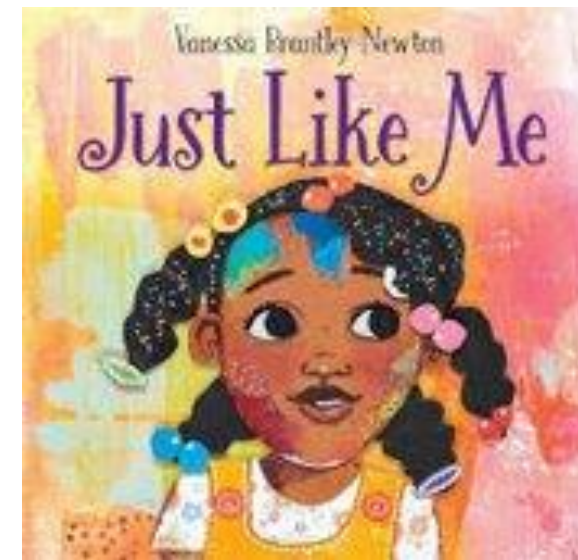
Talking to your kids about race and racism shouldn't be a one-time thing. Encourage your child to come to you with questions and continue to talk about it.

Race and Racism: What If I Don't Have an Answer?

It's OK not to have all the answers. If you don't know how to answer something, be honest and say so. Tell your child that you'll find out and share what you've learned.

<https://www.unicef.org/parenting/talking-to-your-kids-about-racism> <https://voices.theredcard.org/>

Look at the books on your bookshelf, how many are from black authors? Look at the books you read with your children - how diverse are the writers or the characters in the books?



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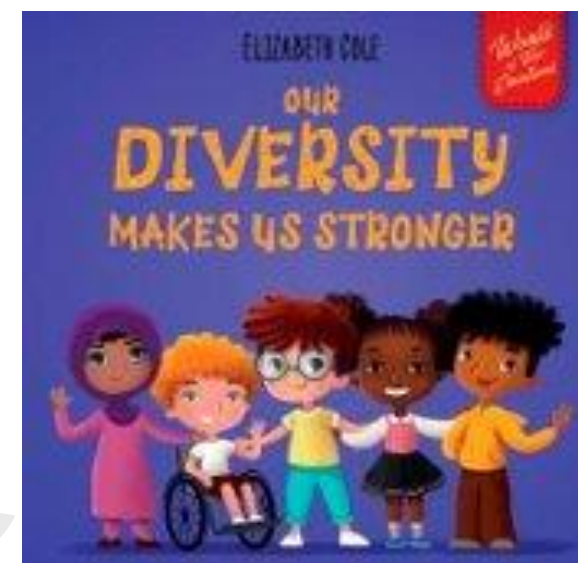
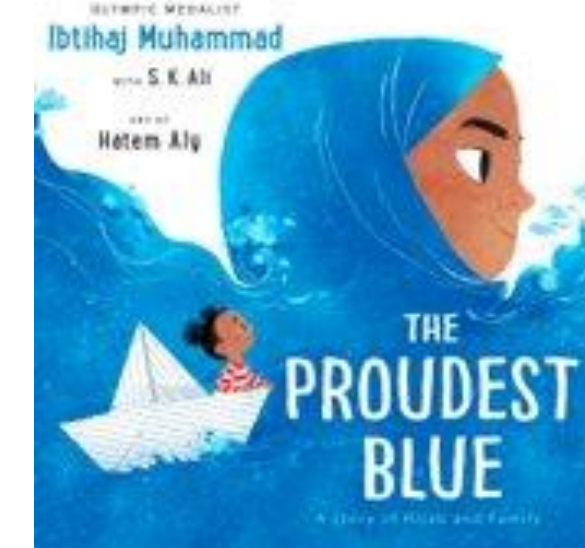
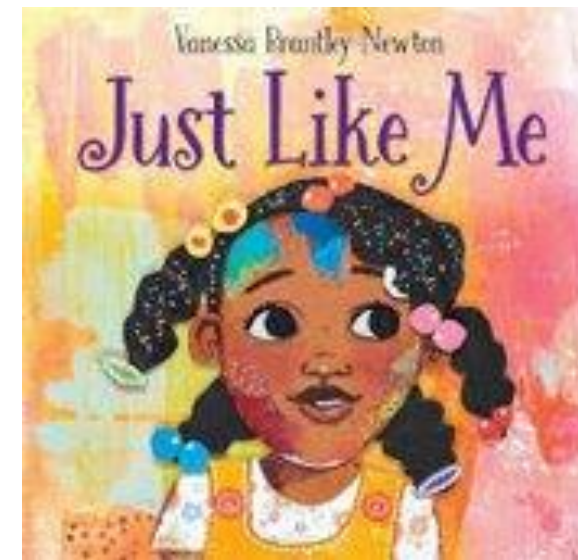
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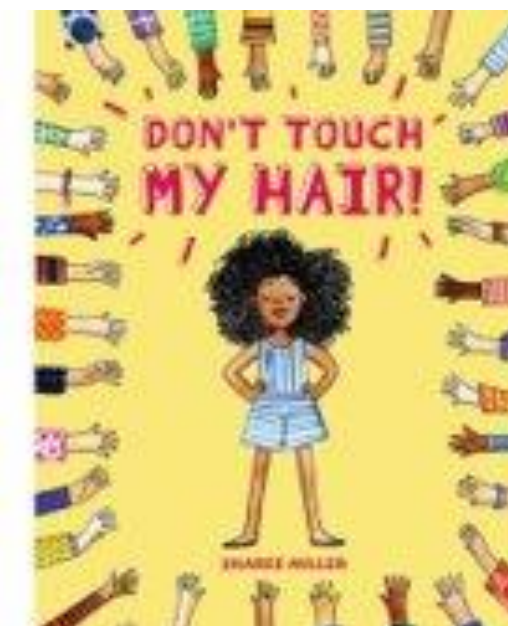
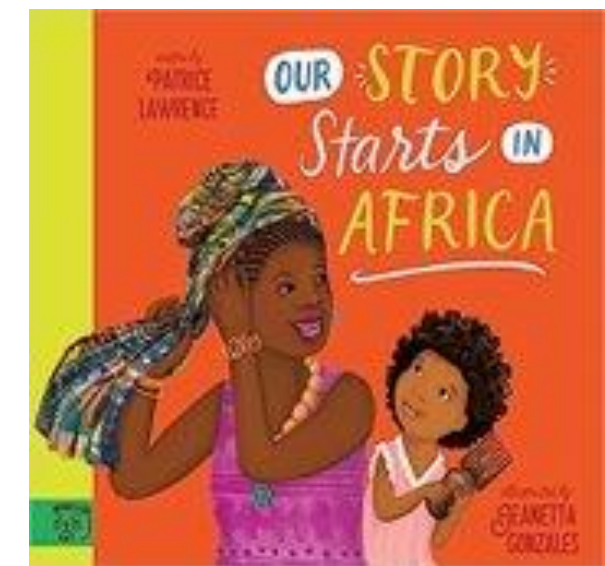
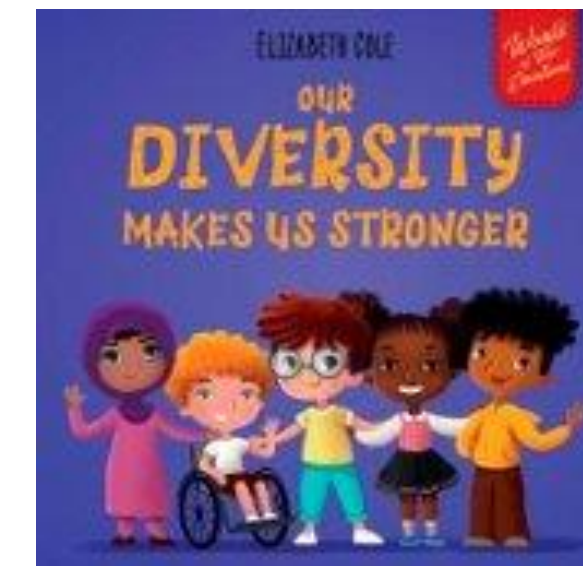
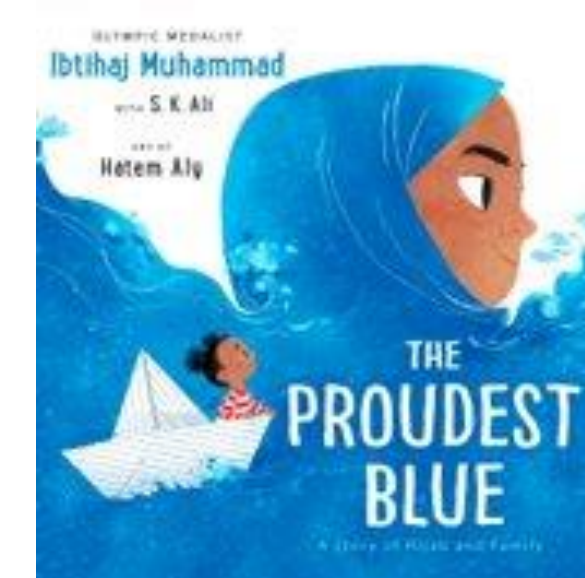
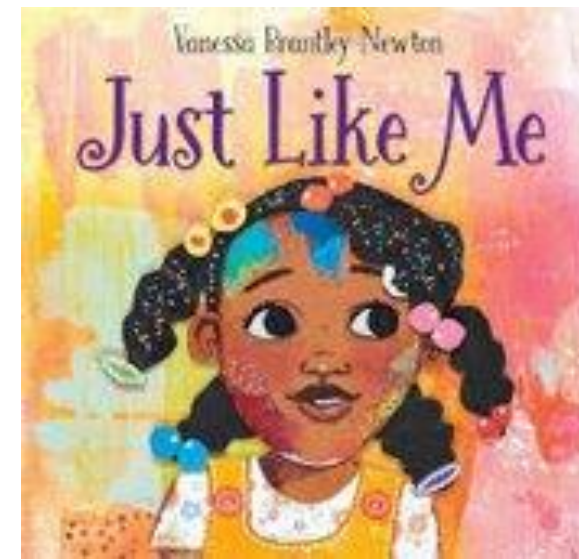
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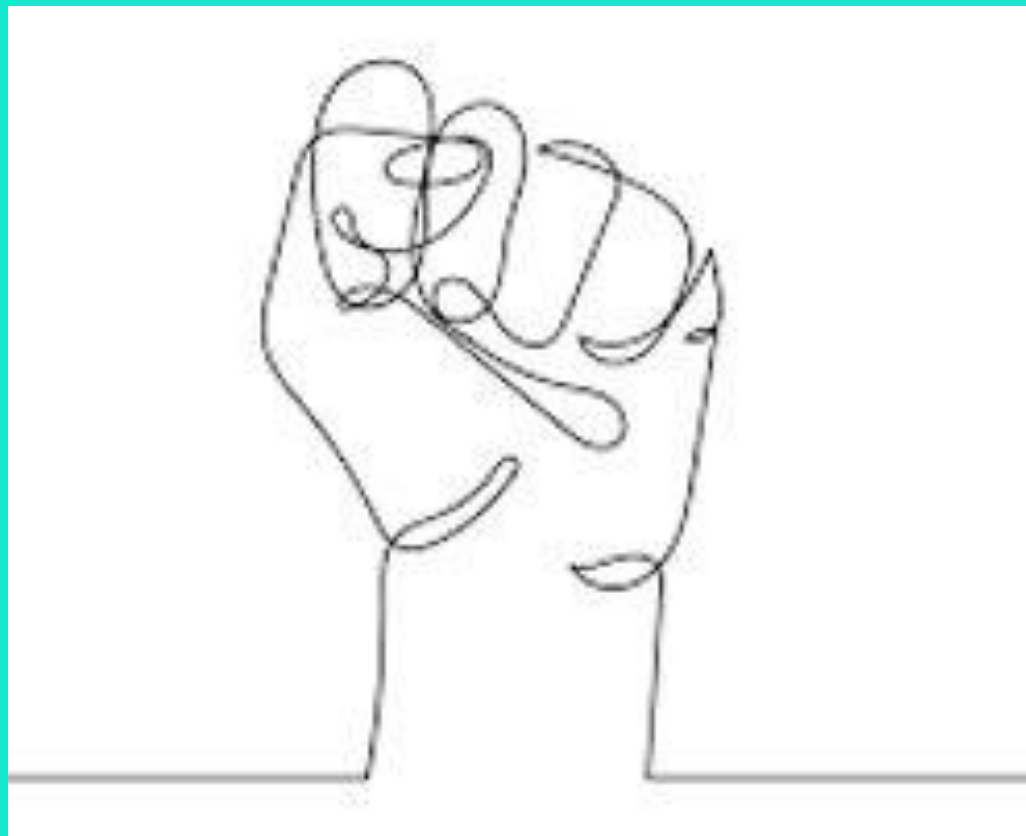
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Getting past the silence...read on for some strategies.



Plan ahead. It can take courage and practise to stand up to someone who makes a racist comment. By deciding ahead of time that you will be someone who speaks up for others, you will feel more prepared. Here are some useful phrases to learn.

- That's sounds racist
- I'm sorry, what?
- Let's be careful that our words are respectful to everyone
- Racial comments are not okay
- Racism isn't a joking matter
- That comment makes me uncomfortable
- That's not funny to me
- That's not how we do things here
- That's unacceptable and rude
- Is the person's race relevant to your story?
- Maybe you don't realise the impact of your words?

You might go on to invite a conversation once you've made it's clear that you are unhappy with what has been said and ask questions like, "What information are you basing that on?" or "What's making you think this?"

Although it's very difficult to listen to racist opinions if you invite discussion you'll need to listen to them. Research shows they are more likely to listen to you in return. Try to explain what you can about race and suggest some resources they can look at to learn more.

Things to think about



Responding to racist remarks from friends or family is hard.

Use “I” statements: I disagree, I am very uncomfortable, I’m upset when you say things like that, I do not agree with racism, I have a different experience on this, I know different information about this. Clarify what they mean, ask them to explain. ‘What do you mean by that?’

Although it’s important to label racism and show it’s unacceptable, sometimes speaking separately to someone can have more impact. Say something like, ‘What you said before has upset me and I want to talk to you about it.’

‘Can I touch your hair?’

Curiosity is normal, but crossing personal boundaries is not. The question may seem innocent but it can make a black person feel as if they are an animal on display - it is unlikely that it’ll be asked of a person of any other race.

Inform them that this is an invasion of personal space, how would they like it? Educate them - this taps into a history of black people being treated as curiosities and animals, without full rights to their own bodies. Signpost them to some historical facts on this.

‘I’m colourblind, I don’t see colour.’

This is a cop out and disrespectful. It ignores and makes invisible the pain and suffering of people of colour. It’s a denial of racism and a way of avoiding having to be non or anti racist.

‘Why can’t I say all lives matter?’

Those who respond to “black lives matter” by saying “all lives matter” may be interpreting “only black lives matter,” which isn’t the case. The call to action means “black lives matter, too.”

Chapel Allerton Primary School: *Continuing* *What will be continue to do?*

- Gather feedback from our students to hear their voice.
- Gather views from staff, parents and visitors to the school.
- Closely monitor any incidents around race and any other form of prejudice.
- Continue to teach children explicitly about difference within the context of always celebrating diversity but with the recognition that racism does exist.
- Continue to buy book titles which promote diversity inclusion and representation.
- Ensure work promotes equality and celebrate differences a good thing.
- Teach children about Prejudice and have age-appropriate strategies and provide them with strategies for combating it.
- Teach about the consequences of racism both within our school and the wider world
- Praise children for their work and efforts towards inclusivity and understanding how to try and be fair and create a more equal and fairer world
- Never back away from a difficult conversation about race/racism

