



Devonshire House Preparatory School

Racism, Prejudice and Intolerance Policy

Last review date	<i>October 2025</i>
Next review date	<i>October 2026</i>
Lead reviewer	<i>Louise Reen</i>

Serving North London Families

Devonshire House is a co-educational prep school, offering unparalleled preparation for senior school and life thereafter. Our unwavering emphasis on individual growth, within an inclusive community, balances traditional values and modern practice to inspire fearless life-long learning.

Our school values are:

- **Growth** – we reach high
- **Courage** – we learn fearlessly
- **Wonder** – we are inspired to find our spark
- **Belonging** – we care and come together

At Devonshire House Prep School, we are committed to fostering a safe, inclusive, and respectful environment where every pupil, staff member, and visitor is valued. We celebrate diversity and recognise the importance of understanding, tolerance, and mutual respect in building a positive school community.

Racism, prejudice, discrimination, or intolerance of any kind—whether based on race, ethnicity, nationality, religion, culture, gender, disability, sexual orientation, or any other characteristic—are wholly unacceptable. The School actively challenges such behaviour and works to prevent it through education, guidance, and clear reporting procedures.

All members of the school community are expected to promote equality, demonstrate respect, and contribute to an environment free from discrimination. Any incidents of racism, prejudice, or intolerance will be taken seriously, investigated promptly, and addressed in line with the School's safeguarding, behaviour, and anti-bullying policies.

Our aim is to ensure that everyone in the Devonshire House community feels safe, supported, and empowered to learn and grow without fear of discrimination or harassment.

This policy supports the school's duty under the **Equality Act 2010** and complements our **Equal Opportunities, Anti-Bullying, and Safeguarding** policies.



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Aims and Objectives

- To promote an inclusive culture that celebrates diversity and challenges discrimination.
- To ensure that racist, prejudiced, or intolerant behaviour, language, or attitudes are never accepted or ignored.
- To educate pupils about equality, respect, and empathy through the curriculum and wider school life.
- To provide clear procedures for reporting, investigating, and responding to incidents of racism or prejudice.
- To support victims and address inappropriate behaviour through education and restorative approaches.

Legal and Regulatory Framework

This policy is guided by:

- Equality Act 2010
- Children Act 2004
- Education and Inspections Act 2006 (duty to promote community cohesion)
- Prevent Duty (2015)
- Keeping Children Safe in Education (KCSIE)
- Independent Schools Standards Regulations (ISSR)

Definitions

- **Racism:** Conduct or words that advantage or disadvantage people because of their race, colour, nationality, or ethnic or national origins.
- **Prejudice:** Preconceived opinions not based on reason or actual experience, often leading to unfair treatment.
- **Intolerance:** Unwillingness to accept views, beliefs, or behaviour different from one's own.
- **Discriminatory incident:** Any occurrence where a person is targeted or disadvantaged because of a protected characteristic.



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Curriculum and Education

- Diversity, equality, and respect are embedded across the curriculum (e.g., PSHE, RE, History, English).
- Assemblies, visiting speakers, and special events (e.g., Black History Month, Pride Week, cultural celebrations) reinforce positive values.
- Staff model inclusive language and behaviour at all times.
- Pupils are encouraged to discuss and challenge discriminatory attitudes constructively.

Reporting and Responding to Incidents

- Reporting:
Any pupil, parent, or member of staff who witnesses or experiences racism or prejudice should report it immediately to a teacher or member of the Senior Leadership Team (SLT).
- Recording:
All incidents are logged on CPOMS and recorded on the school's behaviour log
- Investigation:
The Senior Deputy Head Pastoral investigates promptly and fairly, taking statements from those involved.
- Outcomes:
 - Support is provided to the victim(s).
 - Educational or restorative conversations are held with the perpetrator(s).
 - Disciplinary measures may be applied where appropriate, following the school's Behaviour Policy.
 - Parents are informed of serious incidents and outcomes.
 - The Senior Deputy Head Pastoral monitors and records trends and reports termly to Governors.

Support and Education

- Victims receive pastoral support and reassurance.
- The perpetrator is helped to understand the impact of their actions.
- The school community is reminded of shared values of respect and inclusion.
- Follow-up ensures behaviour improves and all pupils feel safe.



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Staff Training

All staff receive regular training on:

- Recognising and challenging discriminatory behaviour.
- Understanding unconscious bias and cultural sensitivity.
- Reporting and recording incidents effectively.

Training is reviewed annually.

Monitoring and Review

- The SLT reviews incident logs to identify patterns and areas for improvement.
- Governors receive a termly report on all incidents and outcomes
- The policy is reviewed annually and updated as necessary.

We believe everyone has a role to play in fighting injustice, and that by working together, particularly in education, we can help to build a stronger, kinder society.

The world is a diverse place, both beautiful and at times distressing. Teaching and developing understanding about how to make it kinder, more inclusive, and to open up opportunities, is central to our mission.