



# Ashton Gate Primary School

'Rising High Together'

**Executive Headteacher: Mr G Jones**

**Interim Executive Headteacher: Mrs L Dowlman**

**Head of School Ashton: Mrs L Gerolemou Head of School Upton: Mr A Hawkins**

**Tel: 0117 9030236 Email: [school@ashtongateprimary.org](mailto:school@ashtongateprimary.org)**



3<sup>rd</sup> December 2025

Dear Parents and Carers,

Recently we have been addressing a small but growing number of incidents where children have used language or behaviours linked to race in ways that do not reflect our school values. I want to reassure you that we take this extremely seriously. Every child has the right to feel safe, respected and included in school, and it is our collective responsibility to ensure that this happens.

As part of our ongoing commitment to being an actively anti-racist school, we have strengthened our curriculum, assemblies and daily classroom practice to ensure that every child learns about identity, respect and belonging. We regularly teach children how to challenge stereotypes, how to speak up safely, and how to treat one another with dignity. Our curriculum is intentionally diverse, representing a wide range of cultures, beliefs, faiths and identities, so that children see themselves reflected and learn about the lives and experiences of others. We talk about what it means to be an upstander rather than a bystander – someone who speaks up, seeks help and supports others when they see behaviour that is unkind or discriminatory. This work is not a one-off; it is woven through our curriculum.

We are also investing in significant professional development for staff. All staff, including classroom staff, office teams and SMSAs, receive training so they feel confident in recognising, responding to and preventing discriminatory behaviour. Since June, we have been working with Talal Khan ([www.talalkhan.co.uk](http://www.talalkhan.co.uk)), an inclusion consultant with expertise in anti-racism and restorative practice, to help us build a more intentional school infrastructure that drives our inclusion work in the long-term.

Where incidents meet the threshold for a hate-related concern, we follow national safeguarding procedures. This includes reporting to the Trust and Local Authority and, where appropriate, involving the police. We are already in contact with our local neighbourhood police team and are arranging for them to visit the school to deliver workshops and assemblies to help children understand the seriousness of discriminatory behaviour and how to be upstanders.

While school plays an important role, these conversations are most powerful when they continue at home. Many incidents arise from language children pick up online, in games or in social settings, without fully understanding the hurt it can cause. It is important to remember that young children are developing their understanding of language, identity and the impact of their words. The family members that we have spoken to following an incident are genuinely surprised and upset, as the behaviour does not reflect the values held at home. For this reason, we encourage every family - even those who feel confident that their child would "never say something unkind" — to have regular, open conversations about race, respect and the power of words. You can support us by:

- Talking to your child about the importance of respecting differences and treating others kindly.
- Challenging stereotypes and explaining why certain words or jokes are not acceptable.



-Encouraging your child to speak to an adult if they ever feel uncomfortable or witness unkind or discriminatory behaviour.

-Monitoring the online spaces, games and group chats your child uses, as these can influence the language children bring into school.

If your child tells you about something that has happened, please let us know. We always investigate thoroughly and use each incident to get better and learn.

We will not tolerate racism at Ashton Gate Primary School. We are 100% committed to making our school a place where every child feels safe, proud of who they are, and confident that their identity is valued. Thank you for working with us to share this message at home.

If you have any questions or would like support in talking to your child about this, please do get in touch.

Kind regards,

Laura

Laura Dowlman  
Executive Headteacher (Interim)  
**Ashton Gate Primary School**  
0117 9030236



